

# The Journal of **ELECTRICAL WORKERS** AND OPERATORS

RECORDING · THE · ELECTRICAL · ERA

VOL. XXX

WASHINGTON, D. C., FEBRUARY, 1931

NO. 2

*He who controls*

*Communication*

*Controls Opinion*



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*Magazine Chat*

The technical writer responsible for "EVERYDAY SCIENCE" has begun a series of "EVERY DAY TRADE DIAGRAMS FOR ELECTRICIANS" which will be appreciated by our membership. The first begins in this issue, "Simple Call Bell Circuits."

Adolph B. Wallner, an old-timer, who knows how to wield a pen, is about to begin a series of stories, destined to bring back some of the great struggles of the union's past. Wallner knows his stuff, he loves the union, he responds to the men of his own generation, and readers may expect an entertaining series.

C. H. Morrison, president of L. U. No. 291, Boise, took advantage of the New Year to drive home facts to his fellows. He invited, by letter, all readers to subscribe to three New Year's resolutions. 1. "Resolve to attend all meetings; 2. Resolve to pay your dues; 3. Resolve not to do anything to break down our working conditions or permit anyone else to do so, and to do everything possible to protect your brother members in their work, and also to protect your employer by giving him good workmanship and a day's work for a day's pay."

Such managership as this deserves attention.

An apology to Local No. 502, Saint John. By a slip of a tired and wild pencil, the Editor put the following under a cut: "St. John Public Hospital, Montreal." Now Montreal is the metropolis, but they have good buildings, and good workmanship in Saint John, and do not need to share their honors with the great city on the St. Lawrence.

Mistakes will happen, but they always give us a headache. We prefer to remember our successes.





TWENTY-FOUR-HOUR HIGHWAYS IN PERU, SOUTH AMERICA, NEAR LIMA, THE CAPITAL.

Courtesy of Westinghouse





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No. 2

## Bell Reaches For Communication Control

**I**N every nation of the earth—no matter what form of government obtains—public opinion is a highly determinative factor in control. Hardly 30 years ago public opinion meant but one thing—the press. Today under the impact of machine production, public opinion is wrapped up in one of several different vehicles of expression, any one of which is quite as powerful as newspapers.

The radio,

The movies, with the new vocal equipment,

The theatre itself,

Cables and wireless and wired telephony,

Teletype—telephone and telegraph,

When one considers that the telephone system of the United States and of the world—a very large per cent, perhaps 95 per cent in the United States and 75 per cent in the world—is centered in one corporation—the American Telephone and Telegraph Company—one begins to see the enormous base upon which the corporation operates. This very base alone enables the A. T. and T. quite naturally and legally and advantageously to move into important new fields of operation. Thus it was that A. T. and T. through its subsidiaries were first upon the radio scene. And there is every reason to believe that the Bell Company has not let go its hold upon this profitable and strategic field. When the United States government moved against the radio patent pool in May, 1930, it moved against the following 10 corporations:

Radio Corporation of America,  
General Electric Company,  
Westinghouse,  
American Telephone and Telegraph,  
Western Electric,  
R. C. A. Photophone,  
R. C. A. Radiotron,  
R. C. A. Victor,  
General Motors Radio,  
General Motors Corporation.

Two of these are Bell interests. As late as January this year rumors persisted in Wall Street that wired radio service was to be offered the 10,000,000 radio owners of this country. This could come from only one source—the telephone monopoly.

### Stake in Movies Large

Everyone knows the widespread ownership of movietone apparatus exercised by the telephone group. Of the 22,000 motion picture theatres in the United States, 9,000 are now wired for the

**World's largest trust ramifies into fields where public opinion is made. A new aspect of a corporation, notorious for its backward labor relations, for the first time recorded.**

spoken drama, synchronized orchestration and the musical. The principal theatres are wired. Research Laboratories, Inc., a subsidiary of Bell, controls the apparatus, in most part—controls it with that singularity of purpose so characteristic of the Bell monopoly, through direct and absolute ownership by virtue of a system of leases with royalties to each individual theatre. This puts the Bell corporation in a position to exercise a censorship of not only the movies and talkies, but of those news reels which have become a factor in forming public opinion. The influence of this powerful aggregate of capital goes much farther—into ownership and control of theatre chains. The dramatic—even tragic—story of the overturn of the Fox chain by the telephone interests has never been fully told. It is known that the debacle of Mr. Fox was caused by his inability to pay the heavy royalties demanded by Research Laboratories. That he made a long and gallant fight to resist the encroachment is also well known; that he failed was hardly to be accounted a surprise, for he was pitted against the most powerful financial and legal interests of the world. It is significant that it is this chain, controlled by telephone money, that is now locked in a bitter struggle with United Artists over a principle of distribution.

### World Monopoly Sought

The extent of world control over cables and wires exercised by American telephone interests is no longer a secret (See *ELECTRICAL WORKERS' JOURNAL*, August, 1930).

In general there are three telephone groups performing throughout the world: Krueger interests, Swedish; General Telephone and Electric Corporation, British and French interests; International Telephone and Telegraph Company, American interests (Bell).

Of these three powerful groups, that of the American is the most influential. Indeed, there is evidence of a friendly, working agreement as between the Krueger interests and those of Bell.

The interests of the International Telephone and Telegraph Company are wide-flung. It deals in manufacturing, telephone, cables and radio. It has recently absorbed the Postal Telegraph Company and the Mackay systems. There are more than 60 affiliated companies, some of them huge.

One of the most recent acquisitions of the world telephone combine is one made by outright purchase, that of the Constantinople Telephone Company. This link connects Europe and Asia. Cables under the Bosphorus act as the connecting medium.

In its competition with Siemens and Halske interests of Germany, and the L. N. Ericsson group of Sweden, the American unit is pushing automatic telephone systems. In view of the fact that the innovation is now being pushed rigidly in the United States—without labor problems—it is another indication of the Americanization of the world. In Chile, connection between Bell and other large investment bankers can also be traced through the First National Bank of New York. This bank, through its chairman of the board, George F. Baker, is the heaviest stockholder in A. T. and T. Walter Gifford, president of A. T. and T., is a member of the board of the First National.

### Enters New Field

The ever-widening circle of Bell influence has just recently reached new dimensions. The Bell Company through its subsidiary, the Western Electric, has purchased the Teletype Corporation, a company engaged in manufacturing printer machines used in telegraph and telephone communication. It is to be noted that this gives the Bell monopoly a new grip upon telegraphic communication. This transaction was reported by the New York Journal of Commerce in October, 1930, thus:

"Expansion of the manufacturing subsidiaries of the American Telephone and Telegraph Company was announced yesterday with the completion of negotiations for the acquisition for the purchase of the Teletype Corporation by an exchange of 150,000 shares of common stock of the two corporations share for share. The purchase will be effective October 1, 1930.

"The Teletype Corporation's principal office and factory are in Chicago and it is engaged in the manufacture of printing telegraph equipment of all kinds. The Bell system for years has been the company's largest customer.



"A survey of the Bell System's future needs for this type of apparatus indicates that it will continue to require a major portion of Teletype's production. Therefore, it seemed desirable to acquire Teletype in order to realize the maximum of progress and economy through the complete co-ordination of research, development and manufacture.

"The Teletype Corporation will be operated as a subsidiary of the Western Electric Company."

Early in 1931 the Bell System began to flood the country with this description of its new service:

"TYPED IN ONE OF YOUR OFFICES \* \* \*  
"REPRODUCED AT THE SAME MOMENT  
"IN THE OTHERS, NO MATTER HOW  
DISTANT"

"Present-day conditions require that all units of a company—headquarters, plant, sales offices or factory branches—be placed at the points most strategic for their particular purposes. But the distance separating them is a serious handicap.

"To overcome this, the Bell System offers a modern means of business communication: Telephone Typewriter Service. This provides instantaneous, two-way typewritten communication between all units. It makes possible complete centralized control. Handicaps of distance disappear. Deliveries are speeded up, affording exceptional service to customers. Production is held closely to demand. Overhead is cut.

"A steel company links its headquarters in Ohio with three plants in the Chicago industrial area. A lumber company connects forest mill with San Francisco sales office. An automotive parts corporation brings together executive, accounting, engineering and sales departments in one state and factory in another. An official of this company writes: 'The service has not only reduced our communication expense, but has been at the same time a factor in efficient operation.'

"Would this modern business aid be of similar value to your firm? Your local Bell Company will gladly give you complete information about it."

Then the description continues:

"Telephone typewriters can be operated by any one who can operate a typewriter. They are connected by Bell System wires in such a way that the instant a message is typed on one machine it is automatically typed by every other machine on the line, no matter how distant it may be. Among the uses to which telephone typewriters are put by various departments are:

"Administration: Issue instructions to district offices, plants, warehouses. Receive reports of all kinds.

"Sales: Have orders shipped the same day as received. Route salesmen. Receive confirmation of shipments from factories. Broadcast stock and latest price information.

"Purchases: Centralize purchasing for the entire organization. Receive supply requisitions, specifications. Advise factories, branches, of purchases made. Keep close check on arrival of purchases.

"Production: Receive production and inventory reports. Maintain close contact with sales and other departments.

"Order: Transmit customers' orders to the factories.

"Billing: Centralize the billing. Mail invoices the same day orders are shipped.

"Traffic. Dispatch shipments. Obtain shipping dates and necessary information

for tracing shipments. Issue routing instructions."

#### Reaches Newspapers

That this principle is related to the new teletypesetter is not to be doubted. The teletypesetter sets type from a central office to offices in distant cities. Production of teletypesetters would give a Bell a new hold over newspapers—the keystone of public opinion. Not that Bell needs a new hold. The telephone monopoly is a handsome advertiser. Not for business because it does not need to advertise for business but for good will. Its ads radiate good cheer, high public responsibility, dignity, gentility, nobility. It simply is a corporation without blemish. Its advertising bill runs into the millions. With the exception of the ELECTRICAL WORKERS' JOURNAL and a few other labor papers, no periodical of any character escapes the benign charity of Bell. All are given advertising, and without impugning motives. It is noteworthy that Bell receives little or no public criticism. It does receive a great deal of cheap adulation. This corporation with a soul can do no wrong.

It is well known that Bell disclaims elimination of labor by automatic telephone switchboards. In this the company differs from other authorities, but it does have the temerity to declare that automatization does not mean the lay-off of thousands of operators. It will be interesting to note what alibi the company will erect in the presentation of the telephone teletype. This automatic machine no doubt will not eliminate stenographers either, as it types letters in central offices and reproduces them simultaneously in branch offices. This is another example, no doubt, of how the automatic machine makes jobs, not destroys them.

Perhaps Bell will repudiate responsibility for putting stenographers upon the streets. After all, stenographers are not working for Bell, and why should Bell have any regard for the workers in other firms? Bell's labor policy is broad and elastic, almost as broad and elastic as is the Bell conscience, so why should there be any trouble about this little matter?

At any rate, the main point is that in this swiftly moving age of ours a world trust of a new sort is being built—a trust which controls communications, and in controlling communications sits as a censor at the very fountain head of public opinion.



#### Peace By Hard Work

"Industrial peace—how achieved?" is the subject of a Southern Industrial Conference to be held at the O. Henry Hotel, in Greensboro, N. C., March 7 and 8, 1931, by the National Women's Trade Union League of America. It has been called to aid in the creation of an intelligent, understanding public on the working conditions in the south and to present the facts on industrial arbitration and the trade union agreement in maintaining industrial peace.

The conference will open Saturday morning, March 7, with a description of general conditions in the south—the agricultural and industrial south, and an historical survey of women's place in industry, especially in textiles. Union management co-operation will be the subject of the Saturday afternoon program when industrial peace through the trade agreement will be presented by representatives of both management and the union.

The mass meeting, Saturday evening, will be on the community's responsibility to its people in maintaining peace. Public opinion and industrial peace, the subject for the Sunday afternoon meeting, will be approached from three avenues—the press and public opinion, the union and public opinion, and the church and public opinion.

The Danville strike again bears evidence that an understanding public must see its responsibility to the thousands of mill workers in the south in achieving working conditions which are fundamentally just in the recognition of the human rights of the workers. The program is arranged to provide that type of discussion and controversy out of which comes truth.

Life and Labor Bulletin issued monthly by the National League will carry the detailed program. Copies may be obtained from the National Women's Trade Union League of America, 306 Machinists Building, Washington, D. C.

No man has earned the right to intellectual ambition until he has learned to lay his course by a star which he has never seen—to dig by the divining-rod for springs which he may never reach. In saying this, I point to that which will make your study heroic. For I say to you in all sadness of conviction, that to think great thoughts you must be heroes as well as idealists. Only when you have worked alone—when you have felt around you a black gulf of solitude more isolating than that which surrounds the dying man, and in hope and in despair have trusted to your own unshaken will—then only will you have achieved. Thus only can you gain the secret isolated joy of the thinker, who knows that, long after he is dead and forgotten, men who never heard of him will be moving to the measure of his thought—the subtle rapture of a postponed power, which the world knows not because it has no external trappings, but which to his prophetic vision is more real than that which commands an army. And if this joy should not be yours,—still it is only thus that you can know that you have done what it lay in you to do,—can say that you have lived, and be ready for the end.—Oliver Wendell Holmes.



# Mr. Gifford's Noble Principles Are Examined

By JULIA O'CONNOR PARKER, President, Telephone Operator's Department

WALTER GIFFORD, President of the American Telephone, made a speech at Salem, Mass., recently. "Imminent prosperity, the like of which the world has never seen" was his keynote. Mr. Gifford did not particularize, but he foresees a social and industrial utopia wherein the problem will be the distribution of wealth, so dramatically will big business, aided by science and animated by a spirit of service, recover itself from this "necessary evil" of temporary depression.

It's hard to take depression seriously on a salary of \$200,000 a year.

Mr. Gifford got a fine press on this speech. Optimism from the head of the largest corporation in the world is good stuff. Massachusetts has an unemployment committee made up of the best minds. The mountain of business brains had labored and the mouse it had brought forth was "do your Christmas shopping early." Banks were to be persuaded to give up earlier than customary the Christmas funds in their charge, and prosperity would be on an even keel once more. Mr. Gifford's visions clicked much better than the shopping formula for happiness.

## Admits Monopoly Control

But the headline writers missed a very significant sentence in the Gifford speech. With reference to the American Telephone & Telegraph Company, he said, "We know we are an absolute monopoly." There was meat for newspaper exploitation and for public thought and discussion. Prosperity will linger round the corner or rush around it without much benefit of Mr. Gifford's roseate dreams but "we are an absolute monopoly"—that great truth is always with us. Mr. Gifford went on, you may be sure, to extenuate the absolute monopoly—a great trust reposed in capable and zealous hands—working out with almost religious fervor the welfare of the three great forces over whom it reigns with admitted absolutism—the public, the employees, the stockholders.

Even if this mythical delineation of the great white father were true, would you like absolute monopoly any better as a telephone consumer, a telephone worker, or even as a telephone stockholder?

Consider the beautiful log-rolling possibilities, and actualities, in this three-fold dictatorship—the company and the stockholders against the public and the employees in the interest of high dividend rate—the company and the public against the stockholders and the employees in the interest of a low service rate—the company and the employees against the stockholders and the public in the interest of high wages—and so on ad infinitum in any number of combinations. The grand result of this sacred trusteeship of the Bell Telephone

**The hypocritical gap as between the professions of the telephone monopoly and its practices are exposed with cold candor. Wages alone brand Mr. Gifford as a publicity agent for his corporation, of Pecksniffian proportions.**

system is, as everybody knows, lower dividends by about 50 per cent than the properties earn, enormously higher rates than would be necessary to pay even the mythical high dividends and high wages, and employee earning power at a depressingly low level.

To paraphrase a great epigrammatist, Mother Bell believes in absolutism only when it works, and she makes it work.

## Soon Proves Statement True

Don't take my word for the company-employee against the public combination, for instance. While Mr. Gifford was making his famous reference to monopoly at Salem, the Central Labor Union at Boston was striving to secure the reinstatement to the telephone service of the one of its officers who had as an officer of that body and by its instruction signed a petition calling upon the Public Service Commission to reduce rates to the public because operating costs were less, due to the reduced personnel requirements of dial operation. She was president of the Operators' Union and worked for the telephone company. She was fired; getting out of goose-step is evidently not done in

an absolute monarchy. The company doesn't admit this conspiracy against the public interest—it proclaims it. A statement was issued to the effect that the young woman was fired because of her inconsistency in joining in a rate decrease petition against the company which employed her. She did not advocate bombing an exchange; she did not even of herself initiate a rate move; she merely performed the routine formalities required of her as an officer of a labor-civic-organization. Even under an absolute monarchy we might venture to believe that so important a section of the public might ask that the merits of a rate decrease should be examined by the proper regulatory body, without telephone company reprisal, but no—when I say absolute, I mean absolute.

But Mr. Gifford writes as well as speaks often, and he is as likely to deal with democracy as monarchy. The company union scheme of the Bell monarchy is a beautiful example of industrial democracy, he believes. In an article written for a Boston banking magazine, he says many things about the marvel and romance of telephone growth and achievement, and says them very graphically. It is only when he touches upon the human relations phase of telephone administration that he becomes trite, platitudinous and insincere. The trusteeship motif occurs again in this article. "Its (management's) responsibility is three-fold. In fact, if not in law, it is a trustee acting in the joint interests of owners, workers and customers."

The Bell, like Soviet Russia, has a five-year program. What benefits are planned for the three wards of the telephone monopoly—owners, workers, customers—in the next five-year span, Mr. Gifford doesn't say. Judged by the past, his silence on this important point covers a policy of arrogance, usurpation, an all-the-traffic-will-bear attitude on rates, on wages, even on dividends while the great corporation itself builds up huge surpluses, accumulate spurious depreciation and obsolescence reserves, pockets amazing sums in annual tribute from operating companies—all this on its legitimate business of oral communication. But, Mr. Gifford says, the telephone is going to drop its side lines, sell out at a profit, so we won't go into that.

## Nobility Frankly Admitted

Now, if we may summon our official spokesman for the Bell again and hear him on telephone labor policy. His testimony reads well; it is a liberal, almost an idealistic, doctrine; it is extremely quotable as evidence of the new business psychology. Here is a great captain of industry with a social con-



JULIA O'CONNOR PARKER

(Continued on page 107)



# COMMENT

By

PRESIDENT BROACH

HERE'S an unusual case: The local Business Manager was also a deputy sheriff—and a heavy drinker. When the International man arrived, the "tough" displayed his gun and badge. He admitted letters he sent to this office were dictated—word for word—by the Employers' Association.

The agreement with these Employers was illegal and disgusting. The union printed in its bylaws, parts which were not intended by this office. The union was fast going down. But, happily, there's now a new agreement—the bylaws are to be reprinted—and there's a new Business Manager. We're determined to correct all such situations.

One man says his "skin is pretty thick". We're glad—for a "thick skin" is a big asset to any one in the labor movement. My great desire is for understanding. But my frankness often appears brutal to "thin-skinned" people.

A critic was just told:

"No, I'm not 'bold' or 'daring'. I'm not careless or reckless. I'm not a guesser. Things are weighed and checked very carefully. I'm not a theorist or idealist. I'm probably as cautious, conservative, as any man in this work. But I insist on action. I've lived a rather full, stormy life. I've learned to quickly admit any error. I've worked hard since the age of 11. I've been in this organization since the age of 16—and I'm not 'hard-boiled'."

We're told these Comments are "too severe and should be toned down". But why pussyfoot, duck and evade? That destroys confidence and respect of intelligent people. It's nice to say soft, sweet things—to soft, sweet beings—but not to people whose economic interests demand they face the hard facts of life. You can't be honest with them—or make them think—by using lollipop, sugar-coated words.

If we could only have democracy without damn fools. Few can define it. There are many varieties. It's mostly ignorant worship of something most men know nothing about. It's wrapped up with primitive emotion, patriotism and religion. It blinds most men—as a mother's love for her child blinds her to his faults and shortcomings. The theories men love often hide many weaknesses—but few will admit them.

Our New York Union, No. 3, now has a beautiful 7-story building, costing \$246,000. It also owns an adjoining building, used solely for schooling helpers. The Fur Workers' Union owned and used the property. It lost it because of internal strife and poor management. Our union now has it because of good management. Such examples answer critics.

Here's encouragement: Local unions advise they are employing more representatives—some their first ones. We hope such men are studious, active, with a pleasing personality. Each should understand he's not working solely for the union—but for betterment of our industry.

Government is business. It's big business. It has many departments, many heads. Some are notoriously anti-union. There's much shifting, much red tape, many excuses. The man in authority is often hard to find. Sometimes no one seems in authority. Many sit back, smile, act polite, evade, deceive and bow you out.

We have long needed a trained head of legislation—located here—to deal with Government Officials and legislative problems. We're glad to announce we now have one—the same as the American Federation of Labor. Last March we wrote:

"The ideal union must be highly systematized—with staffs of technicians and experts. There must be trained heads of: Organization—Education—



Public Relations — Research — Engineering —  
Legal — Legislation — Finance — Standards."

—  
This is from our Research Department:

The power chisel now does the work of 10 men. A machine producing electric light bulbs displaces 992 men. One man does the work of 40 with electrified stokers on motor ships. One man can make 450 bricks a day—but a machine now makes 40,000 a day. A big power shovel will dig and load as much dirt as 400 men.

Automatic machinery, to unload ships, displaces 300 men. One cotton picking machine gets rid of 40 workers.

In producing boots and shoes, 100 machines displace 25,000 men. One man now does the work of 600 in the glass tubing industry—and so it goes. Mergers and scientific management have also eliminated unknown thousands.

—  
Still some wonder why millions loaf and starve—why our "panics" are coming closer and closer together—and why men and women must work fewer and fewer hours—and be paid enough to consume more and more. Yes, inventions were a blessing—at one time. But if continued without intelligent regulation—and other steps being taken—they will become a curse.

—  
An old fellow says this magazine devotes "too much time to problems of the moment". True, this organization has an exciting, inspiring past. But it also has a serious, important present—with an alluring, brilliant future. Just now we mustn't look backwards.

—  
Another one says: "Old timers haven't done much, I suppose". He's decidedly wrong. They blazed the trail. They went through the early fires of struggle and torture—worse than we younger men can ever know. They carried on when the price was great—when a union card was a danger—when there seemed little hope—and all for love of the cause, and REAL principle. They deserve first honors—and first consideration.

—  
Please see our problem. We're always faced with many serious situations demanding the services of International men. Our staff is only one fourth of what it

ought to be. Please help us. Don't ask for a man to handle minor matters that can be disposed of by your Business Manager or Executive Board. But when you must have an International man, you'll get one—regardless of size of your local union.

—  
Take any successful business concern. How long could it last if it began calling two meetings a month for stockholders to debate and help run the business? Surely not more than two years. Business executives know this.

—  
A year ago we said:

"The union must be set up as a business, managed and run as a business. No successful corporation conducts its business by mass meetings. Neither can a labor union that wants to be really successful. Delegated powers are more efficient than town meetings."

—  
Last April we said:

"There's positively no excuse for it. The strongest unions we have are those which meet the least often. What is the answer? Simply too much gas. Certainly these facts are clear. They cannot be brushed aside. Experience can't be denied. Facts can't be blown away."

—  
This is asked: "Should I purchase an interest in a shop, or start in business alone?" No, the odds are about 100 to 1 against you. We don't want to spread gloom—but we must face stubborn facts. Last year 26,459 businesses failed in this country. These were recorded. Many others were not. Literally hundreds of electrical concerns went under. Many more will follow.

—  
Many times we've seen our members lose their savings and homes in business ventures. Only a small handful have succeeded—and then only after several years of hard labor and struggle. Rarely do they earn as much wages as the workman. Many have gone ahead despite warnings—only to grieve and cry later.

*H. H. Roach*

(SEE NEXT PAGE)



## UNION AGREEMENTS AND RULES

MANY of these are poorly worded, confusing, complicated and padded. Some parts are nonsensical—some cannot possibly be enforced. These often cause quibbling, quarreling, hair-splitting and trouble. So we now have standard forms to aid our local unions.

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We're now taking much pains with all proposed agreements and rules. We're doing our utmost to correct, improve, and modernize them. They must be sensible, reasonable, and well-balanced. Our Constitution requires—in Art. XVIII, Sec. 7—that all these must be sent here in duplicate form for approval. "All these shall be null and void without" such approval. They must be sent here before any negotiations begin, so as to avoid complications.

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But how blind some unions are. They enforce some rules which drive them off jobs. They are in a highly competitive market—and can go only so far at a time. When rules are imposed on union employers which handicap them in securing work, our members always suffer.

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Don't forget: Our employers are sales agents for you. Certain rules have been forced upon them without any regard for non-union competition. These make it impossible to sell your labor. Let's take traveling time: It's natural our members want pay for traveling to and from jobs. They should have it when there's no serious non-union competition. But because of such competition in various sections, we've lost thousands of jobs.

---

Of course many can't understand this attitude—because they don't see the millstones they tie around their own necks. They don't realize they're giving the non-union man a clear field with big advantages. Despite the difference in wages, our employers find they can compete with those non-union, because of the superior knowledge and workmanship of our members.

But when—on top of the higher wage—employers are forced to pay traveling time, then they simply have no chance at all in certain sections. Remember: The non-union man has no rules. He usually furnishes his own transportation, pays his own lodging when out of town—and does anything he's told.

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Some years ago our Chicago Union—Local No. 134—charged time for traveling to and from jobs in its jurisdiction. The officers soon saw the damage. They saw work was gradually being lost. They met the situation by dropping the rule—and the members now go to jobs anywhere in their jurisdiction without collecting time for traveling.

---

In Milwaukee, we found our members charged time for traveling outside a certain zone—but inside their jurisdiction. This resulted in most all work outside the zone going non-union. A child could see this rule benefited only a few members at the expense of the many. It allowed the non-union men to thrive and rapidly grow in numbers.

---

So, when there's non-union competition to meet, then it's our honest belief that where traveling time begins, that's just the point where the local union's jurisdiction should end.

---

We simply must stop theorizing about our problems. We must rid ourselves of the stumbling block of false pride. We must learn to accept facts as facts. We must learn to respect reality. We must face things as they are. Of course the position we take is not popular—but it's important and quite necessary.

*H. H. Broach*



# Bankers Fail Community in Depression

IN January, 1930, this JOURNAL quoted Thomas S. Holden, vice president, F. W. Dodge Corporation, to the effect that an upturn in business awaited the word of bankers. Mr. Holden declared:

"The most important decisions to build now rest with corporations and lending institutions whose financial stability, credit resources and confidences in the economic progress of the country are greater than ever before."

This was 13 months ago, and the situation remains unchanged, unchanged except that the responsibility of bankers for the prolonged depression becomes clearer.

Business Week (January 21, 1931) presents evidence that bankers, following a restricted policy of profiteering in time of national disaster, are holding up construction by failure to provide money at low interest rates. Business Week is an economic weekly published by McGraw Hill Publishing Company. It has concluded a survey of 349 cities.

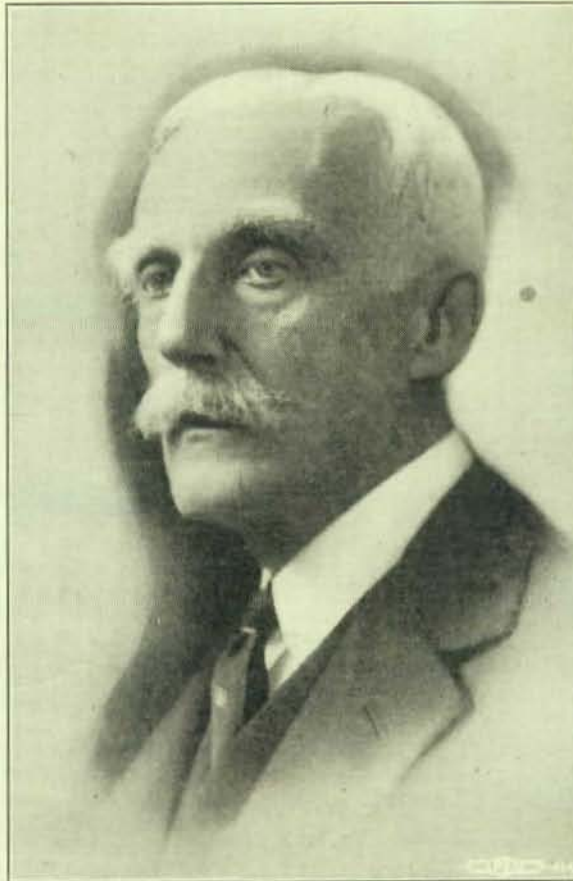
"Forty per cent of the 349 cities reported a shortage of capital for good real estate mortgage loans. Furthermore, rates on mortgage funds have not fallen to any considerable extent during the past year despite alleged easy money. Seventy-six per cent of the cities report no change in mortgage money rates from a year ago; 14 per cent find rates actually rising; only 10 per cent show falling rates."

This is not all. There is an actual shortage of space in a good many of the cities. "Fourteen per cent of the 349 cities showed a shortage in single-family dwellings; 18 per cent are undersupplied with apartments; three per cent have not enough business buildings." The Business Week goes on to analyze the difficulty.

"Shortage of mortgage money is reported in the following percentages of cities in the various sections; New England, 44 per cent; east north central, 54 per cent; west north central, 24 per cent; south Atlantic, 54 per cent; east south central, 45 per cent; west south central, 32 per cent; mountain, 35 per cent; Pacific, 23 per cent; Canadian, 33 per cent."

The Business Week offers no solution of the problem, but hopes the Federal Reserve Bank can influence local situations in such a way as to stimulate flow of money.

**Chance to perform public service ignored in order to follow narrow policy of restricted self-interest. High interest rates delay construction. Depression prolonged.**



Rachrach

ANDREW MELLON, BANKER, SECRETARY OF THE TREASURY, HAS WON A REPUTATION BY THE ENERGY WITH WHICH HE HAS REPELLED PROPOSALS FOR BONUSES TO SOLDIERS, OR SUBSIDIES TO JOBLESS, AND THE ALACRITY WITH WHICH HE HAS GIVEN TAX REBATES TO CORPORATIONS.

Authentic reports from Wall Street to the ELECTRICAL WORKERS' JOURNAL are disturbing.

Certain bankers are not eager to see business resume its normal course because they hope to see the underlying population reach that state of mind that they will be willing to take wage cuts.

This is in line with the solemn pronouncements of Albert H. Wiggin, chairman of the Chase National Bank, made to its stockholders. Mr. Wiggin's solution of the present problem is to cut wages, and not capital costs. He wants money to go on earning large profits, and he wants labor to take even less than it now gets.

The reluctance of big bankers to provide money for investment dangerously approaches an act of treason.

To quote Business Week again:

"The flaw in the financial altruism of this proposal lies in its acceptance of the deflation of prices and its demand that adjustment to this deflation be made through wages and not through capital costs. Unless wages are reduced or prices brought back to the average of recent years—and even if prices are—the market rate of return on long-term capital cannot be maintained at the level to which investors have become accustomed during 15 years of abnormal money rates. Ever since 1925 the market cost of long-term capital for real investment here and abroad has been out of line with its productive yield. This is the fundamental cause of this depression, and the effort to maintain that situation on the part of investors is the real obstacle to business recovery the world over. Business is paralyzed by a sort of investors' strike or borrowers' lockout, and may not be able to go ahead for a long time unless the central banks take direct action to break this deadlock and restore long-term interest rates to their natural level.

"General reduction of wages is likely only to add other strikes or lockouts to our troubles. The truth is that the price of labor in this country, like the price of capital, is now determined not by the bare cost of living on the one hand or by the cost of saving on the other, but by the actual productivity of each factor. On this basis there is no evidence that real wages are too high, but there is plenty that the cost of capital for real investment is. Furthermore, every American business man will realize that, with productive capacity in this country far in excess of current purchasing power, the chances of maintaining the current artificial market price for long-term capital by further reduction of purchasing power are about as great as those of the proverbial snowball in Hades."

He has achieved success who has lived well, laughed often and loved much; who has gained the respect of intelligent men and the love of little children; who has filled his niche and accomplished his task; who has left the world better than he found it, whether by an improved poppy, a perfect poem or a rescued soul; who has never lacked appreciation of earth's beauty or failed to express it; who has looked for the best in others and given the best he had; whose life was an inspiration; whose memory is a benediction.—Mrs. A. J. Stanley.



# New York City Presents Growing Market

THE new building of Local Union No. 3, New York City, gives room for growth. The new plant being built by the local organization is such that it takes in account possible development of the union's business to double or triple its present size. The local organization is building intelligently, on a broad basis, to take a more and more prominent place in the electrical industry of the metropolis.

Recent estimates place New York's population at 20,000,000 inhabitants within the short period of another generation.

The speed with which the new city is being erected on the unworn remnants of the old is indicated by the fact that buildings, not yet 25 years old, are being torn down to give place to new. How quickly one champion tower after another gives way to a higher peak is another indication of the rapidity of change.

The recent promulgation of a 10-year

**With ceaseless urgency metropolis drives toward 20,000,000 population. Character of city rapidly changing. Local organization takes building growth into account.**

## Building Permits, New York City (5 Boroughs)

1920	\$277,695,337
1921	443,644,401
1922	648,310,348
1923	789,265,335
1924	836,043,604
1925	1,020,604,713
1926	1,039,670,572
1927	880,333,455
1928	916,671,855
1929	942,297,219
1930 (9 months)	315,367,991

A comparison of New York's construction activities per 100,000 population with certain other cities is interesting.

## 1920

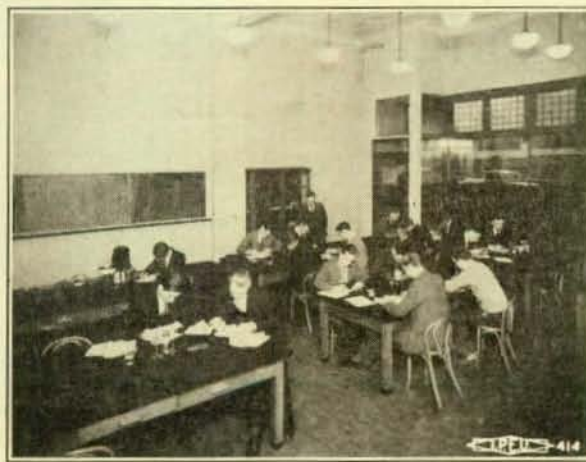
City	Total Construction	Population	Construction per 100,000 People
New York	\$277,695,337	5,620,048	\$4,941,156
Chicago	84,602,650	2,701,705	3,131,454
Philadelphia	54,174,045	1,823,779	2,970,428
Los Angeles	60,023,600	576,673	10,408,602
Indianapolis	14,593,762	314,194	4,644,825
Portland, Me.	1,391,621	69,272	2,008,923

## 1925

City	Total Construction	Population	Construction per 100,000 People
New York	\$1,020,604,713	5,873,356	\$17,376,858
Chicago	373,803,571	2,995,239	12,479,924
Philadelphia	171,034,280	1,979,364	8,640,871
Los Angeles	152,646,436	1,018,239	14,893,010
Indianapolis	24,839,869	358,819	6,922,674
Portland, Me.	2,002,037	75,333	2,657,583



WIRING CLASS AT WORK, IN A SPECIALLY EQUIPPED LABORATORY.



SEVENTEEN THOUSAND DOLLARS WORTH OF APPARATUS OWNED JOINTLY BY UNION AND EMPLOYERS MAKE CLASS ROOM WORK PRACTICAL.

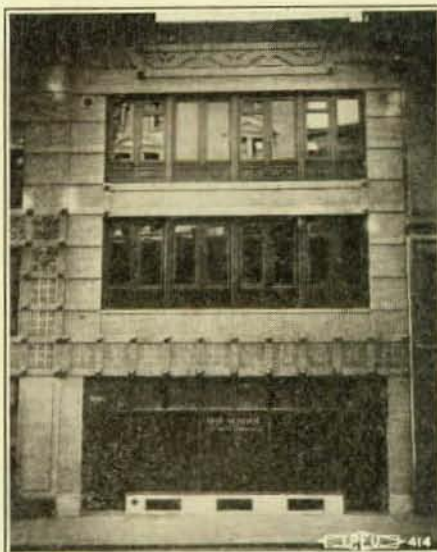
plan of progressive condemnation of whole city blocks in slum areas, and their substitution by parks, and by model apartments, is another indication of the undeveloped fields for construction in New York City.

The population of New York City is a good indication of the ceaseless drive of this aggregate of human beings toward greater populations.

## Population of New York City For 60 Years

		Gain
1880	1,206,299	
1890	1,515,301	309,002
1900	3,437,202	1,921,901
1910	4,766,883	1,329,681
1920	5,620,048	853,165
1930	6,930,446	1,310,398

Another view of the tremendous power resident in the metropolis is indicated by building permits issued during the last decade.



ELECTRIC DAY SCHOOL, OWNED AND DIRECTED BY THE UNION.

## 1930

City	Total Construction	Population	Construction per 100,000 People
New York	\$420,490,656	6,981,927	\$6,022,558
Chicago	96,532,092	3,375,329	2,859,931
Philadelphia	60,255,972	1,964,430	3,067,351
Los Angeles	78,306,468	1,233,561	6,348,001
Indianapolis	8,356,836	364,073	2,295,373
Portland, Me.	1,779,624	70,810	2,513,238

\*Estimated from data for first nine months.

The plan to end slums in New York is envisioned as a joint project between state, city and private agencies. It is a project endorsed by the American Construction Council.

The bound volumes of the 1930 Electrical Workers Journal are to be sold again this year for \$3.75 postage prepaid. They are uniform with the volumes of other years, one-fourth leather, handsome and durable.



# Modern Union Plant an Engineering Job

THE new half-million dollar office building and business center of Local Union No. 3, International Brotherhood of Electrical Workers, looks squarely up Lexington Avenue into the face of the Chrysler Tower, appears, and is, but a stone's throw from the impressive Empire State building, is next door neighbor to a new unit of the College of the City of New York, and is but a step from the old, genteel section of the metropolis known as Gramercy Park. All this may not seem to make a "wire-jerk's" daily grind any easier. Yet there is lustre, perhaps powerful emotional incentive, gathered from standing in the hourly presence of Manhattan's tallest towers, wired by members of Local Union No. 3. Or rather more, the location is indication of the business shrewdness of the local's management, for the new property is without a doubt an excellent investment, made when property values had not reached their peak in a section where they will go much higher. The location is the corner of Lexington Avenue and 25th Street, designated as

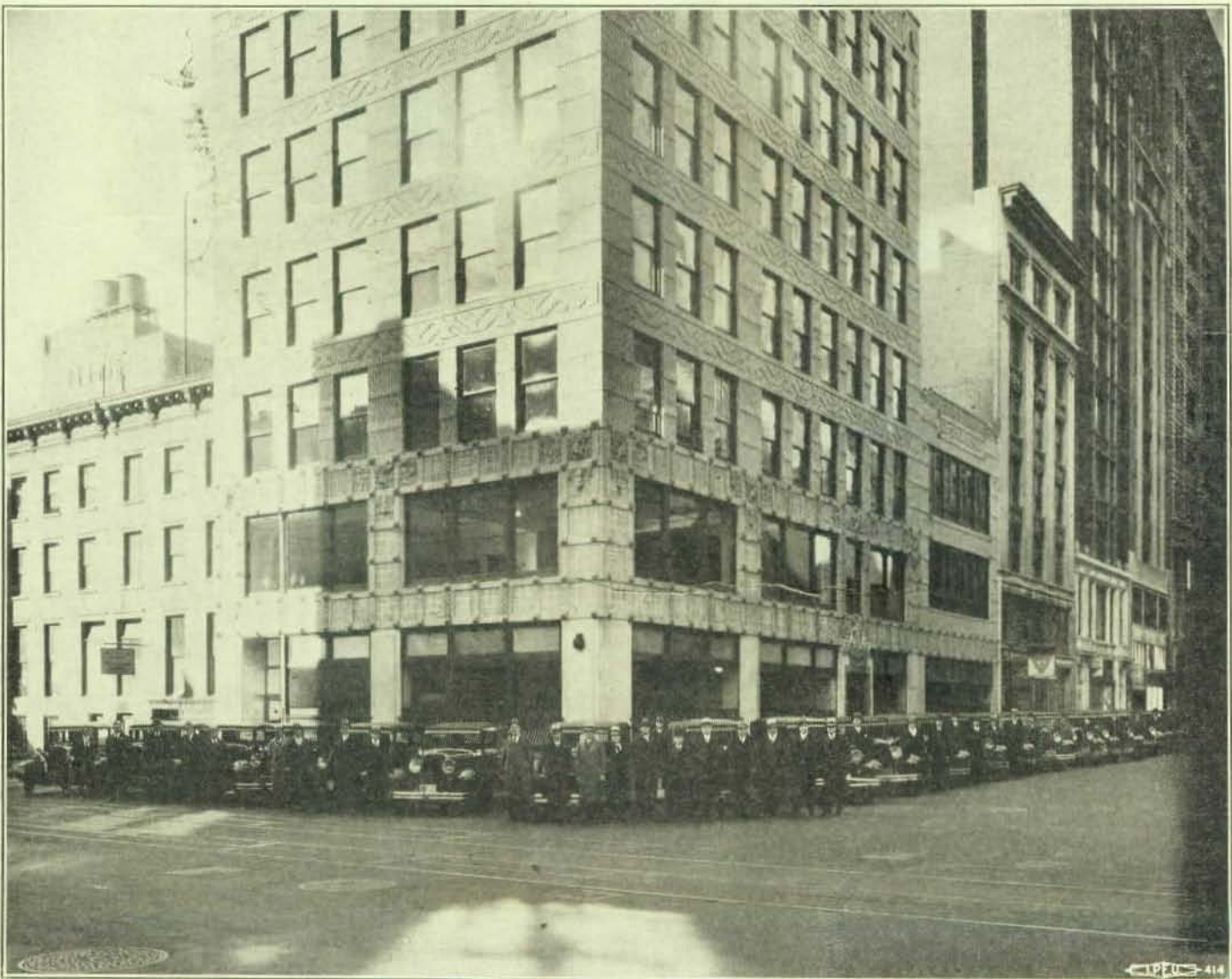
**Union offices, which began on the kitchen table at home, evolve through simple stages to many-sided centres. New York City presents clear example of changing business standards and methods of local unions.**

130 East 25th Street. The original brass plate "International Brotherhood of Electrical Workers" with the magnetic fist pointing ever upward, now brilliantly refurbished, which hung for years above the entrance of the old, now historic, property at 130 East 16th Street, hangs above the spacious doorway of the new home.

Strangely, and yet fittingly, the new home is but a short walk from the original office of Local Union No. 3, occupied from shortly after its chartering in

1894, through that bitter, painful and prolonged strike of 1903 (lasting about 36 months), which changed the whole direction of New York's building trades' history. Be it known, moreover, that what is history in a New York industry is history for the whole nation. Even in the nineties New York City was taking an important place in the affairs of the International Brotherhood of Electrical Workers. Yet the offices of Local Union No. 3 had even a humbler origin.

There was a time that they occupied the dining room of Secretary George Whitford's home. It was not until 1903 that the union possessed a typewriter. At that early date, the work of the local officers was done at night after the fatigue of the day's work had slowed the hand, and dulled the eye. These comparisons are rich and meaningful, and should not be forgotten. The successful individual, who forgets his penniless beginnings, is usually branded a snob and fraud—not to be fully trusted. The successful economic organization, which in the hour of its succeeding, fails to turn



THE ADMINISTRATIVE, MANAGERIAL AND FIELD FORCE MASSED BEFORE THE NEW BUILDING.

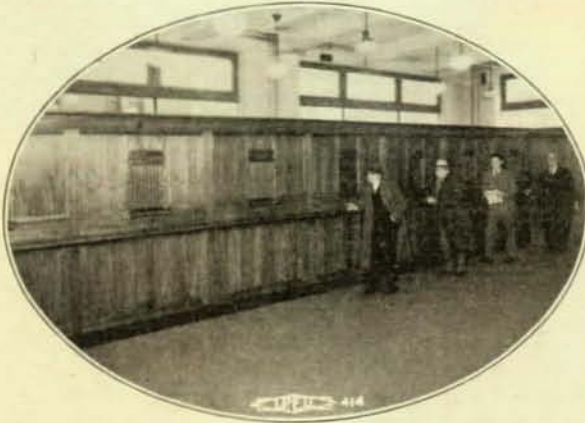




ADMINISTRATIVE OFFICES ARE HANDSOME AND BEAUTIFULLY LIGHTED. PRESIDENT WILSON, SECRETARY WHITFORD, AND FINANCIAL SECRETARY HOGAN AT THE FAR DESKS.



BUSINESS OFFICES. BUSINESS MANAGER PREISS, IN FOREGROUND. ASSISTANT MANAGER LORENZ, NEXT, AND SECRETARY OF ORGANIZING COMMITTEE SOLOMON IN BACKGROUND.



THE FINANCIAL OFFICES PRESENT A DIGNIFIED APPEARANCE. THEY ARE DONE IN WALNUT WITH BACKGROUNDS IN EXTREMELY GOOD TASTE.



THIS SHOWS A VIEW BEHIND THE RECEIVING WINDOWS. BONDED CLERKS SERVE THE WORKERS. NOTE THE ELABORATE FILES OF MEMBERSHIP READY FOR USE BEHIND EACH CLERK.



THE OFFICE IS MODERN IN ORGANIZATION AND EQUIPMENT. A TRAINED OFFICE MANAGER HEADS THE STENOGRAPHIC FORCE. THE RESEARCH DEPARTMENT IS SEEN AT THE REAR.



PRACTICING WHAT IT PREACHES. LABOR FURNISHES ATTRACTIVE, WELL-EQUIPPED REST-ROOM FOR ITS WOMEN STAFF MEMBERS.





IN THE BEGINNING, A TABLE IN THE HOME OF SECRETARY WHITFORD WAS THE ONLY OFFICE.

the eyes of its younger members back to those painful early beginnings is as contemptible as the snob.

So it was that on the Sunday that the photograph of the new building was taken (showing the ranked cars, and massed executive and field forces) a few of the staff walked over to Third Avenue and 27th Street where the original office still stands. The contour of this neighborhood has changed but little since 1903. The buildings are the same. The old landmarks are there, and everyone brings back a thousand associations to the veteran who went through the great strike of 1903. The original small room behind the larger corner space, in the low, red, three-story building, still stands. This was the union's first office.



NEXT, A SMALL ROOM BEHIND A SALOON, AT THIRD AVENUE AND TWENTY-SEVENTH, WAS THE HEADQUARTERS

The corner space housed a saloon (now a restaurant). The saloon-keeper, as was so often the case, was the hungry strikers' best friend. Many a bowl of hot soup, many a glass of beer, many a free lunch found their way unpaid for into the pinched bellies of the strikers.

Across the alley an ornate, three-story apartment house stands, in the old style. In the basement of this house the strikers slept at night—flat on stone floors—at the friendly behest of the janitor. Even the alley has meaning for the old-timers. The alley was a battlefield where waged many a fistic encounter between scabs and union men.

"What it took in those days to build a union was guts," a member of the younger generation remarked.

\* \* \*

In his "Union Progress in New York," President H. H. Broach speaks of the modernization of the union structure. This was his and his associates' work during those trying years from 1926-1929. The rebuilding of Local Union No. 3—its modernization—was done under the stress of internal and external battles. The progress was swift and painful. Perhaps no union should change so fast, but there was no alternative in New York in those trying years. To meet the issue, to preserve itself, the union had to transform itself. That is history. It is history in the process of continuing. The story of the modernization of the union structure goes on, though its opening and maturing phases are completed. The newest chapter might be entitled "The Story of the Modernization of the Union Plant." That is the chapter you are now reading.

\* \* \*

In his characteristically forceful fashion, President Broach speaks of the "horse and buggy days" of the union. He refers to the period preceding modernization, when the union was trying to carry on a \$20,000,000-a-year business with a \$10,000 organization. One needs to be conscious of these comparisons, rich and meaningful. Just glance at the picture of the ranked cars and massed executive field forces before the new building, and recall that five years ago this splendid organization did not exist. It was preceded by a force of only five or six men. It was antedated by a single-track organization, while now five or six trunk lines of endeavor head in to the central terminal.

The reorganization of the union's business life went forward in the old building at 130 E. 16th Street. But it was only six months before it was apparent that the old building was inadequate. A new plant commensurate in modernity and size to the new organization was necessary. At that time,

President Broach and the local union management began their far-sighted planning for a new home. Money had to be painlessly and equitably raised. This planned investment was a part of the settled convictions and philosophy of President Broach. He had seen too many local unions and central labor bodies overreach themselves in trying to finance buildings. The money that bought 130 E. 25th Street was well in hand before the purchase was made. It was raised largely by levying a slight "income tax" on overtime earnings of members fortunate enough to work overtime at the preferred wage scale. The purchase was not made until a thorough, still hunt throughout the city, lasting months, was made for just the right building on just the right site.

(Continued on page 101)



THE BUILDING AT 130 16TH STREET FOR A LONG TIME WAS ADEQUATE TO HOUSE THE BUSINESS OF THE UNION.



# Trade Union Training in Philadelphia

By J. W. CURRINDER, Educational Director, L. U. No. 98

THE writer realizes that for many years Philadelphia has been looked upon by other parts of the country as the "slow town," anti-union, the home of blue laws, one-way streets and no left turns. It is not the purpose of this article to discuss the opinion of others—justifiable or unfounded—but, at least, I may divulge one of our own. We sincerely believe that right now Local Union No. 98 is sponsoring the best school of its kind in existence, and we invite the opportunity to prove it, if you are interested. But perchance you may think we have been bitten by an infernal ego bug. Let me hastily add we are by no means satisfied, and, I hope, never will be, for complacency would be fatal.

At this time there are more than 300 journeyman and apprentice members engaged in part-time trade extension training. To those who know this will represent a commendable proportion of the entire membership. As for being slow, one year ago such a thing was but a smoldering idea. You are right. Neither the local union nor any of its members are entirely responsible for our educational achievements. Instead, we are blessed with what might be termed "natural resources" in the way of public schools equipped to suit our needs, and school officials who stand ready to furnish additional assistance and equipment if the need is proved. As I have implied, our school is conducted under the joint supervision of the local union and the Department of School Extension, Board of Public Education. Each party has taken upon itself a definite duty to perform. The school board furnishes the school, teachers and equipment; the union supplies the students. This arrangement is carried on under the agreement that each must hold up its end or the other will let go. The Philadelphia school system has been conducting a program of vocational education, in conjunction with general education for the past 25 years. We, as an organization, are deriving the benefits of this upbuilding program, both in material things at hand and by the knowledge and experience of the same men that have conducted and grown with it.

## Problems Faced

There would be no object or value in writing such an article as this, unless information is furnished as to the methods used to gain what we have accomplished so far, what problems were met, how they were overcome or might be avoided and what we are actually teaching. By so doing, perhaps I may inspire or suggest educational thoughts to some who are anticipating a training program. I hope to see the time when every local in the Brotherhood is conducting some kind of auxiliary trade

## Remarkable progress in raising craft standards recorded by city of textiles, locomotives, shipping, and transportation.

training. Its worthiness of purpose certainly needs no discussion today.

In December, 1929, the writer was requested by the executive board to act in its behalf in arranging a system of training for our apprentices in conjunction with the public schools. Previous to this, they had attempted to conduct what amounted to voluntary classes in our own building, with our own teacher. It is sufficient to say that this was an expensive failure. An advisory committee of officers was requested and appointed. An apprenticeship plan was written to govern our intended program, approved by the board and presented to the floor for adoption. This was important, for to proceed with such a program required absolute assurance of support by the organization. No changes were made in the plan as written. The chief function of this plan was to create compulsory school attendance on the part of every apprentice (all non-journeymen are classified as apprentices), and to provide methods of administration and enforcement. Space will not permit me to outline the details of this plan. If interested, have your secretary request a printed copy.

## Conferences Preceded Action

After unofficial assurance of assistance had been received from school authorities, meetings were held between them and members of our committee to lay preliminary plans of just what our

boys were to be taught. Official approval and appropriation were obtained in due time at a regular monthly meeting of the Board of Education, authorizing the opening on Saturday mornings of the Simon Gratz Senior High School, 18th and Hunting Park Ave. Thus we find at our disposal a two million dollar school building and almost \$50,000 worth of equipment.

Following the formal authorization came the examining of applicants and appointment of teachers. The examination was open to any one who could meet the standard qualifications. In making teaching appointments, the Philadelphia school system is not interested solely in how large one's store of knowledge is or his ability to perform some complex piece of workmanship himself. Requirements usually take care of these. But they are gravely concerned with how well he can teach others what he does know. Those of you who may now or in the future be connected with some phase of vocational education should give this serious thought, for therein lies the secret of a successful program from a pedagogical standpoint. Teaching is a highly specialized field of endeavor, separate from any other. There are cases on record of men recognized as experts in their line who have become miserable failures upon attempting to teach that same thing. On the other hand, I know exceptionally good teachers who would starve to death in competition with the good mechanic. Of course, this is not always true, or vocational teachers would be very scarce.

## Machinery Was Erected

While this official machinery was being stirred into motion by the educators, prior to the school's opening, the largest job yet encountered was being con-

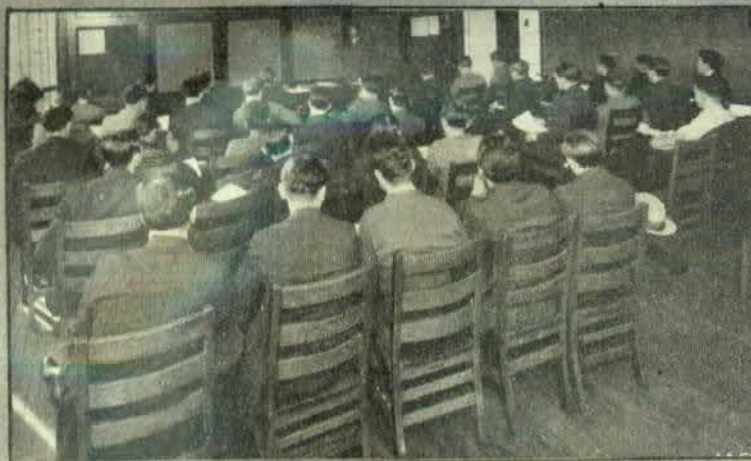


GRATZ SENIOR HIGH SCHOOL, PHILADELPHIA WHERE ELECTRICAL APPRENTICES GO TO SCHOOL.



# Enterprise

*Sends 350 Unionists  
to Special Study*



One of the  
journeymen  
classes in cable  
splicing — an  
important phase  
of their craft.

Brother J.A.  
Rowan—  
above—teach-  
ing a large  
apprentice  
class in  
trade  
technology  
at the Gratz  
Senior High  
School in  
Philadelphia

Below— the  
apprentice  
class in electri-  
cal drafting  
at their  
drawing boards



Journeymen and ap-  
prentices at work in  
the laboratory— above—  
where electrical equip-  
ment is analyzed.



ducted by the local union, or to be more precise, if not modest, by certain interested members of said union. I speak of apprenticeship and school organization. This meant the setting of an apprenticeship expiration date for each individual, a consequent card rating, the assignment of courses he was to take, and the making of a master teacher's roster to provide these courses for the entire group. This presented many problems and much detail work. It meant holding meetings, constructing mailing lists, index files and records galore; postcard notices, form letters, questionnaires, and summonses. Check, recheck and double check! A great deal of this work was due to the most important feature of organization—a personal interview with each apprentice.

It is a well known fact that before you can interview a person, you must first find him. And Local No. 98 had no better records to start with than the average local in similar circumstances. We found we had the correct address of only about half of the apprentices on our financial records. The cause of this perhaps was the fact that the great majority of this group were merely registered apprentices and not obligated members of the Brotherhood. They, therefore, had no direct contact with the organization other than to pay dues every three months, and there had been no occasion to notify them of anything. This might have been easily overcome in a small town, but really there are many places one might live, and move to, in the city of homes and mortgages. Migration seems to be quite the style with the younger set. We finally completed this round-up, and if ever you are faced with a similar duty you will have to devise your own methods. And you'll need plenty of them. The solution is to start now to revise your members' address and employment records, and insist on their being kept up-to-date.

#### Face-to-Face Talks Valuable

But why the interview? Consider the problem. After the return of questionnaires, we find we have 150 apprentices to send to school to become good mechanics and better citizens. No two are exactly alike. Their ages range from 16 to 43. Their electrical experience is from recent beginners up to seven years with one to a dozen employers. Their previous education ends with the sixth grade with some, while others have entered college, attended evening schools or have taken correspondence courses. Almost any combination of case factors may be found. On the allotted basis of 20 students per teacher, the gross number limits us to seven teachers, who are to work but four hours at the same time. Theoretically, each teacher should carry his proportionate share of the load, so as not to work a hardship on another. No opposite extremes should be placed in the same group at the same time, if both are to be taught satisfactorily. What courses of study shall we offer which will best meet the needs of this heterogeneous group?

These are the jumbled pieces of a machine which we must fit together and make work. There being only two members of the local on full time in the school project, J. A. Rowan and me, it naturally fell to us to tackle the job.

#### Individual Heads Met

The nearest solution to such a problem is through the medium of what is known as a "promotion by subject" school, with individual instruction, so far as possible, within the classroom. This provides opportunity for a student to attend the courses he is assigned or rostered to as an individual, rather than as a member of a classified group. In other words, it is quite possible for him to be with an elementary group in one subject and the next hour be with an advanced group in another. This sometimes presents difficulties in making a student's roster, should he happen to require two subjects that are taught only at the same time. In this case, he may be placed in a class "off grade" and the teacher requested to deal with him individually. This system also permits him to repeat a course he has failed and continue those passed. The larger the school, the more flexible it can be made.

This is the system we adopted, have been operating under and expect to continue. But to get it started!

Bearing in mind the allowable number of teachers and the time, space and equipment to be devoted to teaching, we tentatively selected the subjects thought best to fulfill the desired purpose, and endeavored to provide each subject in at least two grades. A larger number of grades is more desirable where circumstances permit their introduction. The final selection of subjects naturally determined the "brand" of teachers needed.

But what were we to do with John Jones, the prospective student, and all the other would-be electricians? We did not know John Jones. He was just a name on a paper, bearing his record—submitted by himself. This was usually incomplete with often a "wise crack" added. An opinion had to be formed. Opinions should be based on absolute facts. But when these are not at hand, another method is necessarily substituted. Thus the personal interview.

Scholastic opinions were formed and assignment made by endeavoring to keep before us during each interview the thought: "What can we best do for this chap during the time we expect him to remain an apprentice?"

#### Some Stumbling Blocks

Interviews were conducted with all available records of the individual before us. The length of time had first to be determined; and then previous education, type and variety of experience, plus judgment of personal characteristics, considered. Length of time was usually based on the unserved portion of a four-year period. But try to figure it out on that basis for one who should have been a journeyman two or three years ago! Then add to it the facts that

he is now of mature age with a wife and family, had left school the day he was old enough, and not very anxious to return for even part time. However, he went—with all the others—liking it or not.

Subjects listed at the interview were considered as recommendations, to be used in the final summary of students per subject. Of course, a few changes had to be made to equalize classes, but we had borne this in mind in making our original recommendations. A master roster was built from the apparent need shown by the summary, covering the time and room number of each subject and its grade. From this, the individual roster of each student was completed.

#### Tuition Virtually Free

On the day the school opened, March 1, 1930, each teacher was furnished with a list of students who were to report to him for each hour, and every apprentice had in his possession a statement of his apprenticeship rating, and a roster card telling where and when he was to appear. Work was begun immediately following the customary school registration. Classes were about equal in size.

In compliance with the regular rules of the Department of School Extension, each student is required to deposit \$1 registration fee, which is returned yearly upon 75 per cent attendance. He also pays the school board \$2 per year "laboratory fee," which is used to help purchase materials. This is the only money involved as instructional payment and in comparison with the total expended is a mere gesture.

I hope I have not inferred that every student was present the first day school opened. Such was not the case. In fact, about 25 per cent were absent. The names of these individuals were returned by the school from the enrollment sheets furnished by the local union. They apparently did not realize we were sincere, so they were summoned before the executive board and convinced. Those who could not be easily convinced were gotten rid of. A policy of \$1 fine for each unexcused absence was adopted for the balance of the school term, ending June 26. This unexcused absence constituted one strike, with "three strikes, you're out." Attendance improved weekly, but even this system is not rigid enough. The absentee was required to appear before the board, then consisting of nine men, to explain. This ordeal generally had the desired effect; but it is a poor, friendless individual with a breakdown story, who could not get at least one out of nine to sympathize and go to the bat for him. But if ever you are in need of an excuse for not being somewhere when you should have been, just drop us a line. We have learned some absolutely new and original ones.

With the reopening of school in September, a new policy of enforcement was adopted and made to include lateness, which had proved a detriment. The dollar fine was changed to one day's sus-

(Continued on page 108)



# Labor Unions and Craftsmanship—Appraisal

By C. J. FREUND

**I**N the future the electricians' union of Milwaukee will guarantee the work done by its members; any job which fails to pass the inspector will be charged back to the man who made it.

This stipulation was included for the first time in the agreement which was recently renewed between the electricians union and the Electrical Dealers' and Contractors' Association of Milwaukee. Perhaps the union officials assumed responsibility for the skill of their members merely in order to serve the public and had nothing else in mind. However, the plan suggests unlimited possibilities as a direct, sensible and effective step in the struggle of organized labor to make progress.

The workingman is one of our important problems, and labor unions obviously play, or should play, an important part in the effort to solve this problem. However, the observer, whether favorable to the unions, opposed to them or disinterested, must be impressed by a vast futility in the struggle of the unions with those who oppose them, as if two of the strongest football teams in the country, playing before 120,000 people at Soldiers' Field, were to disregard the goals at either end of the field and kicked, charged, passed, and plunged in a frantic effort to reach the two sidelines. This futility must be largely the fault of the unions, since they are the aggressors in the struggle and select the method of attack.

In recent years the labor organizations have had splendid opportunities. One of the greatest of these opportunities has been a rapidly growing public sentiment in their favor. Public opinion cannot be directly measured, but most people will agree that the public attitude towards organized labor is more sympathetic than it was 10 years ago.

This change is the result of many factors. Catholics have yielded in great numbers under the constant hammering of bishops, priests, and teachers on the right of workingmen to organize, as explained in Leo XIII's Encyclical on "The Condition of the Working Classes." Thousands who cannot be reached by the influence of the Catholic Church, at least not directly, have been converted by the propaganda of the many groups and organizations associated in the popular mind under the general term Socialists. Legitimate, modest economists and sociologists have studied the question and have reached and published their conclusion that the union side of the question is the stronger. Many of those for whom fashion has a strong appeal have become supporters of organized labor because the intellectuals have made the support of organized labor fashionable. Of those who make their living by lecturing and writing, not a few were quick to sense the trend and lost no time climbing the wagon to add

**"America," "A Catholic Review of the week," gives this incisive analysis of the contract between Milwaukee electrical workers and employers. This is published with permission from "America".**

their very considerable drumming and tooting to the general blare.

## Unions Not Alert

Have the unions been alert? Have they taken advantage of the situation? Have they rushed forward on the crest of the wave of public favor? They have not. There may have been exceptions here and there, but on the whole they have hesitated, to say the least. And the public has been a little surprised, just as you are surprised when you hold the door open for your friend and then find that he has changed his mind and is not following you.

It would require an extensive study to determine or even to estimate all the reasons why the labor organizations have made less progress than they might have; to point out one of the foremost of these reasons requires no study at all. Apparently the unions do not care much whether or not their members are skillful workmen. Surely, standards of workmanship ought to be one of the

fundamental concerns of any trade union.

Enthusiasts frequently compare the modern labor unions with the medieval guilds. In some respects the comparison may be justified, but the unions have nothing that corresponds to the outstanding feature of the guilds, namely, their jealous maintenance of standards of craftsmanship. No deeper disgrace could come upon a guild than a reputation for lack of skill. It was the pride of the guilds that they protected the public against inferior workmanship. The young man who desired to become an artisan had to serve as apprentice for many years. Thereupon he was examined by a board of critical guild members with whom the standing of the guild was paramount. After a long journeyman'ship, his masterpiece was passed upon by a committee of masters selected for their full understanding and appreciation of the traditions of the guild. The principal claim of the ironworker, the mason, the weaver, and the tanner to guild membership was the class of work he produced.

## Skill Most Important

The principal claim to union membership seems to be the payment of dues, although some kind of employment in the industry involved is undoubtedly a requirement. Trade qualifications have little or nothing to do with it; you or I or anybody could become a member of most unions. Our employer might discover our incompetence but the union officials never would.

At times this carelessness leads to extremes. Some years ago I lived for a time in a city in which the trades were organized, and I took my meals in a boarding house frequented largely by union carpenters. Unusual building activity developed and carpenters were in sharp demand. Many of these men sent into the country for younger brothers, seventeen and eighteen years old, and these boys purchased a set of tools, took out a union card and went to work as union carpenters.

"But these young fellows don't know any more about building than they have learned around their father's farms," I protested to one of the older men.

"Of course not."

"Won't the foreman discharge them for lack of skill?"

"Let them try it, just once," the man replied while he and others standing about laughed significantly.

Under conditions as they exist today in the commercial and industrial world, no organization will flourish in which all thought, all energy, all study, all plans and all work are devoted to itself and its members. Success under present conditions requires that the advantage of client, customer, patron or employer be

(Continued on page 101)



ASPIRATION



# Indianapolis Lights Modern Air-Port.

By CHARLES LUTZ, L. U. No. 481

THE city of Indianapolis has just completed its municipal airport and the field will be thrown open to air traffic in the near future. All that remains to be done is the installation of the electrical work, which will be completed by organized labor, it has been announced.

The policy of the city fathers to "build a good one while we are at it" has given Indianapolis one of the most modern and complete airports in the United States. Indianapolis' place in the world of air transportation has grown in importance lately and with the provision of this new terminal the city's future as an air center seems assured.

Through the efforts of Mayor Reginald H. Sullivan, the city council and members of the board of public works—E. Kirk McKinney, president; Louis C. Brandt and Charles O. Britton—organized labor was used throughout the job at the airport during the construction. Even when an out-state contractor had the low bid on the construction of the concrete runways, the board refused to grant the contract until a stipulation was inserted in the contract saying that organized labor had to be used on the job.

Indianapolis is on the main line of the "middle" transcontinental air mail and passenger route operated by the Transcontinental and Western Air, Inc. When the company starts to use the field the Embury-Riddle line which carries mail and passengers between Cincinnati and Chicago also will start operations at the new base in order to connect with the cross-country air liners.

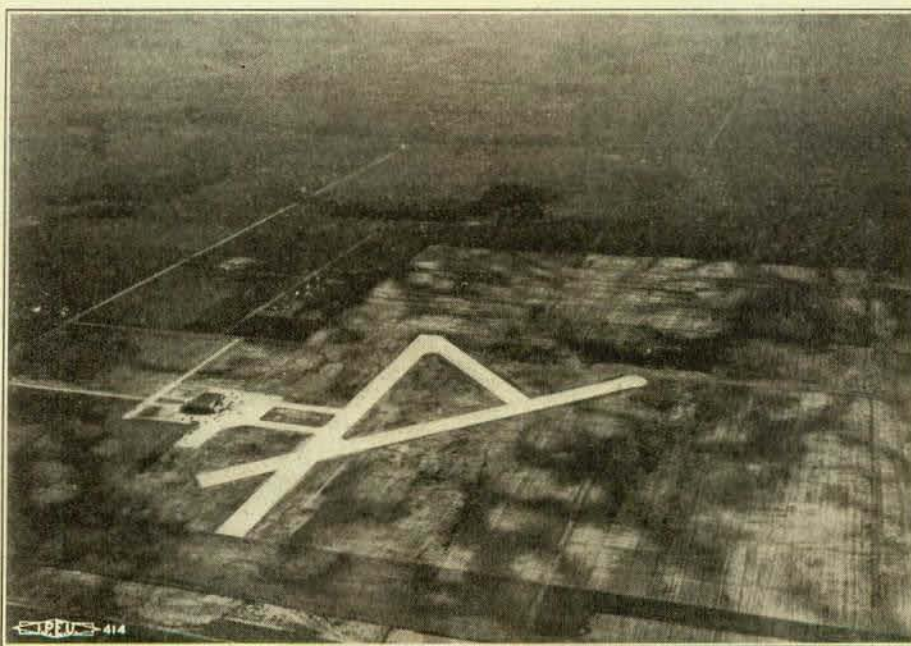
Slightly more than \$700,000 was spent by Indianapolis in buying and equipping the airport site. The field consists of 947 acres and is situated about seven miles from Monument Circle, the heart of the business district. It is easily reached in 20 minutes by motor.

The site, especially suited for airport purposes, was purchased outright. It is located adjacent to the main line of the Pennsylvania Railroad and a traction line and on the National road, so that the field can be reached either by train or auto. A 100-acre tract inside the

## The Hoosier State begins to wake to the profit in employing union labor.

port and immediately south of the railroad and traction line has been set aside for industrial sites.

Many safety precautions have been taken in the construction of the field and its approaches. All trees over 60 feet in height have been cut down and



THIS MODERN AIRPORT TAKES CARE OF EAST-WEST AND NORTH-SOUTH TRAFFIC. INDIANAPOLIS HAS LED FOR YEARS IN RAILROAD, INTERURBAN ELECTRIC, AUTOMOBILE AND NOW AERIAL TRAFFIC.

in the direction of the prevailing west wind a lane 500 feet wide has been cut through a grove of trees on the western edge of the field. Back of the large administration building a 65-acre tract of land has been reserved for parking automobiles.

### Conveniences For Passengers

Three concrete runways have been constructed and the remainder of the tract has been graded and seeded. Two of the runways are 2,000 feet in length, and the third is 1,100 feet. In addition a wide paved apron and runway has been constructed at the approach to the administration building and hangars.

An attractive administration building houses ticket offices, weather bureau, lunchrooms, etc. A glass tower stands on top of the building and here are located the switches controlling the airport's lighting system. They are operated by an attendant who has a full view of the field. The lighting system will not be completely installed before spring.

One of the outstanding features of the main building is the plan devised for handling automobile traffic. A ramp has been built into the basement of the structure so that passengers may be discharged at the foot of a stairway leading to the field.

### The Faintest Light a Human Eye Can See

The faintest light that a human eye can see has been computed by Mr. A. K. Das, of the Alipore Observatory, Calcutta, India, who reports his result to the American Physical Society. Expressed in technical units it turns out to be about three millimicro-lux; about equivalent to the light from an ordinary candle two miles away through perfectly transparent space. Probably no human being ever saw a candle flame so far away as this for the air is never perfectly transparent, and this is not the way that Mr. Das made his calculation. Instead he used the light from the stars, computing the distance and brightness of stars which the average human eye can just perceive without a telescope or any other artificial aid. These faintest naked-eye stars are classed by astronomers as of the sixth magnitude, the brightest stars like Sirius or Vega being of the first magnitude. For some of the stars which seem as faint as the sixth magnitude the distances are known and thus their real brightness can be computed. This permits computation of the candlepower of the light which such a star is emitting. For nearby stars like the sun the ratios between candlepower, visibility and other physical or physiological characteristics of the star's light are known and it is probable that similar relationships hold for the distant stars which are only just visible. Thus the figure is computed for the smallest amount of light that a normal human eye can see, whether it be from a star billions of billions of miles away or from a candle close at hand.

I love children. They do not prattle of yesterday: their interests are all of today and the tomorrows—I love children.—Richard Mansfield.



# World's Great Beacon Burns With Union Aid

By H. W. MAHER, L. U. 134, Chicago

WHEN the sun drops behind the towering skyline of Michigan Avenue the shades of night deepen in the east above Lake Michigan, and upon the crowded, noisy life of Chicago, evening gradually falls. In the sky can be seen the pure, clear beam of the world's brightest man-made light, sweeping at regular intervals in a wide circle high above the colorful, illuminated heads of the modern skyscrapers, which stand with their beauty of line and form, like stately Queens arrayed in their jewels of light. This gigantic beam of light is the Lindbergh Beacon. Its purpose is to guide the flyers through the darkness of the night to Chicago.

This manufactured star is one of the latest lighting contributions of the scientific world. It is located on a building, which is the central office of the Colgate-Palmolive-Peet Company. This office building, which is a splendid achievement in engineering and construction, was built by union labor, and it stands as a silent, majestic monument to the "School-girl Complexion".

This aviation beacon is a product of the innermost genius of the late Dr. Elmer A. Sperry, founder of the Sperry Gyroscope Company, who has devoted 50 years to the research and development of the beacon light.

## Imitates the Sun

When Dr. Sperry heard of Chicago's plan to erect a fitting tribute to the famous flight of Colonel Lindbergh, he built this light of special design, and presented it to the city of Chicago. It is believed that the effort to carry on this tireless research work was inspired in this inventor by the greatest natural source of light that ever existed—the sun.

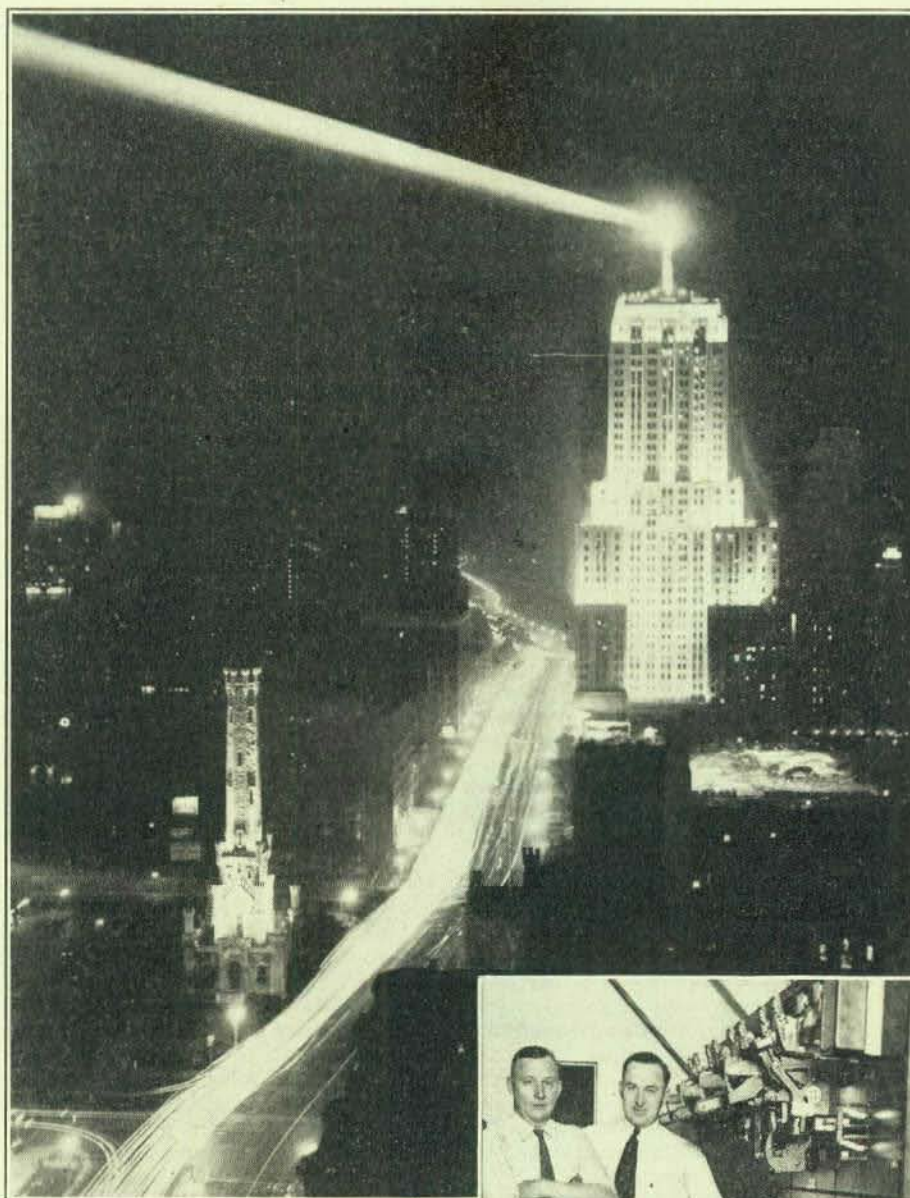
Dr. Frank E. Hartman, furnishes us with some very interesting information on the development of this beacon light. About 50 years ago, when Dr. Sperry was a youthful inventor, he built his first beacon light. This electric beacon was composed of 20 arc lights, which formed a circle about 30 feet in diameter; 40,000 candle power was the amount of light that it was capable of delivering. Its radiance was visible at one-half mile distance in clear weather.

As time went on Dr. Sperry became more familiar with the characteristics of carbon arc lights. He learned that in an ordinary carbon arc light all of the light came from the surface of the tip of the positive carbon. Carbon volatilizes at a temperature of about 3,000 degrees centigrade, and furnishes a maximum light intensity of 160 candlepower per square millimeter. Any attempt to increase the temperature beyond this point, by increasing the current passing through the arc, simply resulted in volatilizing the carbon more rapidly without increasing the intrinsic brilliancy. Since

**Genius of Sperry built Chicago's Lindbergh light, now maintained by the skill of union electricians. Greatest beacon minutely described.**

it was known that carbon could obtain the highest possible degree of incandescence of any solid, and still not give forth a brilliancy greater than 160 candlepower, it became evident that something other than solids brought to incandescence would be necessary if an intrinsic brilliancy of 160 candlepower per square millimeter was to be exceeded.

(Continued on page 102)



(Above)

## THE PALMOLIVE BUILDING AT NIGHT.

The white streak on the lower left is Michigan Avenue. The picture was a time exposure and so the headlights of the passing autos were included in the photo.

(At right)

## THE MEN WHO MAINTAIN THE BEACON.

Top row, left to right: Peter Flint, Charles Butler. Bottom row, left to right: Lyman Johnson, Clifford Laibly. All are members of Local No. 134, I. B. E. W.





# Radio Man's Job Put Under Clinic Rays

By ONE OF THEM

**T**HIS article is being written for the purpose of obtaining the co-operation of progressive members regardless of their capacity in our organization in placing in the hands of radio broadcast operators throughout the country some vital information regarding the future of their profession.

As regards the co-operation on your part it is simplicity itself. I know you are interested in radio and maybe you have never had the inner complications of a broadcast station explained to you—here is your chance. Take this copy of the JOURNAL, mark this article, hie yourself to the nearest broadcasting station, look for the worried looking young man who appears to be operating the gadgets, ask him to show you around, and whether or not he does, you place this magazine in his hands and say, "Here's something should interest you." Thanks: and now a word about radio which I sincerely hope will sow the seeds for a better understanding of these radio men who for the most part have absolutely no conception of the advantages of organization.

Radio is quite a vast field considering all its branches, communications on land and sea and in the air—long and short waves—television—broadcasting—the latter branch reaching almost every citizen, serving directly over 50,000,000 people in this country alone, or about half the population. Think what a tremendous influence broadcasting represents in the lives of so many people, catering as it does to their spiritual uplift and physical welfare and affecting their intellectual and emotional lives.

Naturally, we are all prone to think of broadcasting in terms of this influence on our lives, and since this influence is so great we are apt to revel in the thought of radio and ourselves rather than radio and those who are making it possible, for instance the engineering staff—the radio operators.

## Service By Sacrifice

The operator on the job is the man who ensures continuity of service, level and quality of transmission—maintenance of equipment—the man who controls the electrical nerves of the broadcasting station—a bundle of nerves himself. Without his constant attention the best program on the air would not be pleasing to the listening public.

The radio man has the reputation of being a queer bird and sometimes is even accused of being effeminate owing to his manner of address when dealing with the studio talent, but let one misguided announcer jolt a microphone or make a mis-switch and one might be readily convinced that the radio operator has no lace on his B. V. D's. I sometimes think that the radio man rather enjoys being misunderstood and feels superior about it—though considering the torturesome nature of his daily grind, with all its routine grief, the

**Expert examines new profession, and shows the need of rising to the dignity of professional protection. Company schools flood country with ill-equipped operators.**

weekly pay envelope leaves him little to feel superior about. He needs your sympathy. Looked down upon by all and sundry, tied down to a few square feet of floor space, harassed by a thousand different little annoying duties, the close application to his job develops within him a peculiar inferiority complex. Is he ever introduced to someone as Mr. Sparks from the big radio station he will coyly admit that he is "only one of the operators." Why the shrinking violet stuff? Is radio operating not an honorable profession necessitating much study and close application?

I can think of no other profession wherein a man is called upon to hold and perform so many duties simultaneously. One slip and the wide world knows it, the boss hears it, the boss comments upon it and is further irritated by the telephone complaints from the suffering public.

## Hipped on Professionalism

I know that many copies of this issue of our JOURNAL are going to find their way into the hands of many radio operators throughout this country and Canada who will smile cynically and murmur something about our profession being just a cut above labor organizations as they lay the magazine aside. To these shortsighted Brothers I would respectfully draw attention to that dignified labor organization for the existence of which we should all be thankful by reason of the fact that it keeps up the standard of qualification for those educated gentlemen who minister to our needs in times of sickness—the medical association!

The R. C. A. school in Chicago has at the present moment 225 students enrolled and will throw 35 graduates on the Chicago market in February and in another three months, if these young men stay in the vicinity, there will be two men for every radio operator's job in Chicago. Smile these facts off, friends!

You are sitting idly by watching the world go round and the ranks of the profession you have chosen are being flooded with half-baked and poorly-trained young operators willing to work for next to nothing in order to acquire experience—at your expense.

Our organization can be conducted with all the dignity or decorum of any other association of educated men. Strikes, or other forms of violent action

need not have any place in our plans, plans that will place radio operating as a profession in the high place it deserves in the scale of occupations.

## Organization Work Goes Forward

At the present time organization activities are confined to the operating and engineering personnel of broadcasting stations and studios, but even now the members of the many and various branches of the radio art are waking up to the fact that this is a day and age of concerted effort and collective intelligence, and coming to a painful realization of the fact that as individuals they are practically helpless to bargain successfully in connection with the wages desired or to which they believe themselves entitled.

One of the greatest obstacles to be overcome before the radio broadcast operator can hope for a smooth working organization is occasioned by the cut-throat attitude displayed between broadcasting station managements in their strife for local advertising supremacy or their fight for frequency, power and time involving the Federal Radio Commission: but such is the "esprit de corps" of the radio man that this attitude is reflected in himself toward all and sundry who may be misguided enough to work at the rival stations. Thus we find operators in almost every locality acting like unacquainted bob cats towards each other. My advice as a first step is to meet an operator from a rival station off the job and you will find as fine a fellow as you are yourself!

Radio broadcast men are being brought together slowly but quietly and surely to form little groups in their own localities as at St. Louis where they elect their own officers, conduct their own affairs, and present their problems to the local business agent who co-operates in every way, meeting employers, settling controversies and acting as referee when such occasions arise. Later as the movement spreads it is planned to have several locals each covering much the same territory as the U. S. Radio districts, supervised by a radio man who speaks your own language and understands your problems. This is a radio operators organization such as many of the old timers have dreamed about in the past. Get into it, forget that occupational weakness of yours—timidity—talk it over with the boys at other stations, but above all get into it and run it the way you want it run. You can have all the additional dope you want by writing to Radio Dept., 1200 Fifteenth Street, N. W., Washington, D. C., and should you find after talking to a few of the operators in your locality that a little sociable meeting at regular periods is necessary or desirable I'll be more than glad to oil up the old bus and get in among them as rapidly as possible.



# Old Friend Unequal Distribution of Wealth

FOR a period of nearly a decade before the Great War public opinion was marshalled against the unequal distribution of wealth in the United States. This sentiment culminated, it may be said, in the investigations and report of President Wilson's Commission on Industrial Relations. Then the war drowned out these problems, but after the peace, the agitation flared up again, only to be submerged in Coolidge prosperity. The answer to the critic's remark that "2 per cent of the population owned 60 per cent of the wealth" was, "Well, the redistribution is being made in increased wages." Real wages did rise. But only for a time, and not fast enough to take care of the plethora of goods produced by machine processes. Now again the chorus of social protest ascend aloft, denouncing the increasing list of millionaires, and the widening gap between the classes.

A conference held by the Protestant, Catholic and Jewish Churches of America, in Washington, in January, on the general topic, "Permanent Preventatives of Unemployment," stressed the unequal distribution of wealth as a factor in the depression. Dr. Arthur E. Suffer, research director, Federal Council of Churches, quoted Frank Vanderlip, former president National City Bank, as striking the keynote of his own address:

"Capital kept too much, and labor did not have enough to buy its share of things. \* \* \* But when we get the proper division of the results of technological achievements, I believe we will have employment for everybody and a higher standard of living."

Dr. Suffer then forcibly presented facts to support this analysis of Mr. Vanderlip.

## Millionaires Mount

"The banker's judgment is borne out by the census of manufacturers and by income tax statistics. When the value of the product per worker increases 24 per cent and wages 1 per cent, the worker is not only convinced that he is not getting a fair share of the increase but he tells the business man that the more that sort of thing goes on throughout the economic system the less the workers are able to buy back the products of the system. If the worker needs further evidence to support his position he finds it in the income tax statistics which show the rate at which large wealth heaps into the hands of those having surplus income above the necessities of life and in many cases even above the wildest imaginable expenditures on luxuries.

"For example, in 1928, 15,977 persons having an income of \$100,000 and over had a total income of \$4,997,683,014, or an amount equal to 15.5 per cent of the total wages (\$32,235,000,000) paid 27,298,000 employees in all industries. The average yearly wage of the workers was about \$1,200 while the average income of

**Lag in earnings of workers, concentration of greater sums in upper brackets of income taxpayers, a costly, prolonged depression calls attention again to the great gaps between rich and poor in this democratic country. Conference held by Federal Council of Churches.**

the 15,977 persons having \$100,000 and over was \$312,805. The average income of those having \$5,000,000 and over a year was, even after paying taxes, \$9,299,477, which makes an income of \$1,000,000 a year look rather modest. And to those who had something above a comfortable living something more was given to an astonishing degree in this case. The number of those who had incomes of \$5,000 and over steadily increased between 1922 and 1928. Not only has the number of persons in each income class above \$5,000 increased in every instance but the percentages of increase steadily increased in the ascending order of income. For example, the number of persons having \$5,000 and under \$10,000 increased 60 per cent between 1922 and 1928, those having \$10,000 and under \$25,000 increased 79 per cent and so on up to those having \$1,000,000 and over whose numbers increased 662 per cent. It begins to look as though both the banker and the wage worker are right—when capital keeps too much labor does not have enough to buy its share of things."



ARTHUR E. SUFFER  
Research Director, Federal Council of Churches

Rev. Harry F. Ward, another speaker on the program, declared that no real solution of unemployment could be found without attention to this problem of unfair distribution of income.

Dr. John A. Ryan, church statesman, reiterated his contention that labor should have the first claim upon industry, and startled his hearers by demanding that the government set aside at once \$5,000,000,000 for public works.

John P. Frey, representing labor, bore down, too, upon the discrepancy in incomes:

"Are we to assume that increasing the nation's wealth tends to create unemployment and stagnation of business? Are we to believe that the increasing productivity of our farms, necessitates the application of charity to keep many farmers from starvation? Are we to believe that increasing the wage earner's capacity to produce, must result in increasing the number permanently unemployed?"

## Distribution at Fault

"If we are to believe these things, it will be because of our failure to understand the principal cause of our present economic unbalance, the failure to distribute the wealth created by industry and commerce so that the mass of the people can make use of the abundance of goods produced. In other words, we must interpret the present industrial depression by comparing the amount of wages paid to the new wealth created by industry.

"It will then be found that primarily industry is staggering, and an army of unemployed are clamoring for work because industry and commerce, particularly since the war, have been paying wages which were economically unsound. The wage rates have been too low."

He said shorter hours and higher wages would aid.

George Soule, editor of the New Republic, suggested ways of meeting the problem.

"As a remedy for present conditions we might have a national board of investment, which would attempt to regulate intelligently the saving and investment of capital both by private persons and the Government, much as the Federal Reserve System is now supposed to regulate commercial banking.

"What I would emphasize about all such pieces of machinery is that they do not promise a prompt remedy for all of our troubles, but merely a way of starting to build up the knowledge and the instruments without which we cannot even attempt planning and control on a sufficiently large scale."

Senator Robert F. Wagner, of New York, spoke of control of unemployment through the accumulation of accurate information, long range of public works, and the establishment of reserves.

Edward Eyre Hunt, Daniel J. Meserole, Otto F. Melling, and Rabbi Edward L. Israel contributed to the program.



## SECRETARY SUBMITS REFERENDUM

Copy of communication as  
dispatched by Secretary  
Bugniazet, to all local  
unions, with approval of  
International Executive  
Council.

TO ALL LOCAL UNIONS, GREETINGS:

January 30, 1931.

As provided by Article XXX, Section 1, and the various subdivisions thereof, I am submitting to you a proposal to amend the Constitution as it relates to Article II, Section 1 in regard to the holding of the International convention, and Article X, Section 1 as it relates to that portion of the per capita set aside for the convention fund.

The required number of local unions, specified in Article XXX, Section 1 of the Constitution, which are five—no two from the same state—have filed petitions, of which I give below the number and location of only the first six. Taking them in numerical order, they are—

L. U. Location  
9 Chicago, Ill.  
164 Jersey City, N. J.

L. U. Location  
306 Akron, Ohio  
392 Troy, N. Y.

L. U. Location  
494 Milwaukee, Wis.  
886 Minneapolis, Minn.

In addition to these, petitions relating to the question have been received from a large number of other locals, as well as several hundred communications from local unions, urging that the International Executive Council consider this matter and submit the question to referendum vote.

This proposition was submitted to the Executive Council as per Article IX, Section 1, for their consideration, and they have voted unanimously, approving it for submission to the membership for their vote.

The hundreds of communications received from local unions set forth in substance the following reasons for deferring the convention:

That on account of the extremely serious business depression, if a convention were held this year a very insignificant number of locals at most would attend the convention, representing probably not in excess of 15 to 20 per cent of the entire membership, as practically all local unions advise us that the funds they have are being used for the purpose of relieving to the fullest extent possible those members and their families who are unemployed, which unemployment extends in many cases over a period of seven or eight months;

That the money they would use to defray the expense of a delegate to the convention could be better used by the local in providing relief such as food, shelter and clothing, to impoverished and needy members; and

That the money which the International would use incidental to the convention could, under the provisions of the proposed amendments if adopted, be transferred to the General Fund to be used in organization work and in advancing the interests of the Brotherhood, which is a very important matter under present conditions.

It is only proper that the International Officers should limit their comment concerning this matter to a condensed analysis of the expressions received from the various local unions; therefore we are forwarding official ballots for the use of the members in voting; also official return sheets, which must be filled out by the judges and tellers, and the seal of the local union affixed.

(Note: Art. XXX, Sec. 1, par. (1) of the Constitution provides that L. U's. may cast the vote of their membership if they so decide.)

While the Constitution gives local unions 60 days in which to conclude their balloting, it is highly important—and represents courteous consideration to our Canadian locals, particularly to those in the City of Toronto—that the returns on this vote should be made just as promptly as is possible, as the convention committee in the City of Toronto, ever since that city was selected as the next convention city, have been diligently at work making arrangements for the entertainment and comfort of the delegates who would attend the convention, and they are awaiting the results of this referendum so as to determine if they are to proceed and make their arrangements for the year 1931 or 1933.

Therefore, the only comment that the International Office makes concerning the matter is that all local unions, just as promptly as possible, forward returns on this referendum, so that the results of the referendum can be promptly conveyed to the Canadian membership, particularly to those comprising the Toronto local unions.

The following local unions have submitted petitions for this referendum to date of going to press:

L. U. Location  
3 New York, N. Y.  
9 Chicago, Ill.  
20 New York, N. Y.  
134 Chicago, Ill.  
145 Rock Island, Ill.

L. U. Location  
164 Jersey City, N. J.  
306 Akron, Ohio  
317 Huntington, W. Va.  
392 Troy, N. Y.  
427 Springfield, Ill.

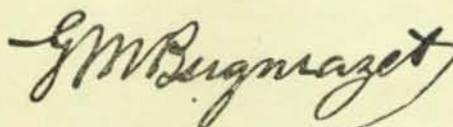
L. U. Location  
494 Milwaukee, Wis.  
538 Danville, Ill.  
575 Portsmouth, Ohio  
584 Tulsa, Okla.  
713 Chicago, Ill.

L. U. Location  
794 Chicago, Ill.  
817 New York, N. Y.  
886 Minneapolis, Minn.  
902 St. Paul, Minn.  
912 Cleveland, Ohio  
1141 Oklahoma City, Okla.

The closing date for returns to be in the International Office on these questions is April 1, 1931.

With best wishes, I am

Fraternally yours,



International Secretary.



# France—Germany Have Economic Councils

By LEWIS L. LORWIN, Author "Labor and Internationalism"

(Continued from January Journal)

NEITHER in Germany nor in France is there any real opposition to the National Economic Councils at the present time except from the communists. They regard these councils as instruments of class collaboration, and have denounced them from that point of view. The criticisms which are now current in France and Germany are largely concerned with the question of the further extension of the powers of the councils and with certain changes in their organization. For instance, in Germany the trade unions demand that there should be district economic councils as a basis upon which the National Economic Council should be built. The extreme nationalists in both countries are in favor of extending the powers of the economic council, even to the extent of giving it legislative power.

## On Impulse of Labor

4. What has been organized labor's attitude to the French and German plans?

It is clear from the story as told in the answers to previous questions that the National Economic Councils in France and in Germany are almost entirely the result of the initiative and agitation of the trade unions. Organized labor may be said to have given the real impulse to the demand for these councils and gradually to have won over the other economic groups to the idea.

At the present time both the French Confederation of Labor and the German Federation of Unions give their full support to these councils and demand measures which would improve and strengthen them. As I also pointed out before, the demand for national economic councils is advanced by organized labor in other countries, namely Czechoslovakia and Australia, etc.

Aside from the historical reasons for labor's interest in national economic councils, which were related above and which were connected with the ideas of reconstruction after the war, there are now very definite reasons why labor is interested in these councils. These reasons may be stated as follows:

(a) These councils are extremely important methods for the industrial and social education of the workers and of the mass of the people. Through their committees and their investigations the facts of economic life are brought to light in such a way as to make them available to everybody. Because of their participation in these councils, the representatives of labor have access and means for a closer study of all the economic and social problems of their countries, and are able afterwards to share this knowledge with their colleagues and with the rank and file.

(b) These councils help to clarify the real economic needs of the country and the real differences in the interests or

programs of different economic groups. After the investigations by the committees of the economic councils are made, the area of clear fact and undisputable reality is extended, and the area of vague assertion and unclear opinion is delimited. In this way a great deal of the struggle which is due to mere ignorance or exaggeration or emotional excitement is exposed to light and eliminated. While the representatives of each group do not weaken in the defense of the interests of each group, it helps them to concentrate their attention upon essentials and upon the real issues involved instead of being sidetracked by false slogans, traditional attitudes and unclear thinking.

(c) The national economic councils are also useful and important in promoting the general idea of what is called in Europe industrial democracy, and of its equivalent, the American idea of union-management co-operation. Clarification of issues, the realization of the true possibilities and limitations of industrial life, are the ground for greater willingness to regard the industrial process as a co-operative one and to engage in some form of collective co-operation for economic purposes. It is interesting that in Germany in 1918 there was a general agreement between the trade unions and the federation of employers for a co-operative arrangement which included the recognition of collective bargaining on a national scale as a precedent to the development of the idea of the National Economic Council. While strikes and conflicts continue both in Germany and in France, and must continue in view of the process of distribution which we have, the national economic councils are

helpful in their effect upon the general employer-employee situation in such a way as to transfer the emphasis from unnecessary conflict to the potentialities of co-operation.

5. Did organized labor support these plans in their formation? Does labor have representatives on these councils?

As I said before, the national economic councils owe their formation primarily if not entirely to the support of organized labor. Labor has, as pointed out before, equal representation in both Germany and France on these councils. Labor continues to support these councils for their direct and indirect effects upon economic life and for their aid in making the ideas of collective bargaining and collective collaboration more and more a settled policy of the nation.

## Means of Establishment

6. What in your opinion should be the first steps in the establishment of a national economic plan board in the United States?

In answer to question six, I would recommend that a bill be introduced in Congress for the establishment of a national economic council. My suggestion would be that we adopt in this country the best features of both the French and the German councils and modify them to suit our own conditions. In view of our present stage of development, it seems to me that such a council should be entirely advisory. It should have one plenary session a year which would be in the nature of a meeting to present a general report on the economic condition of the country. One might say such a plenary session would give an opportunity to present a report on the state of the union. Between these plenary sessions I think the work of the council should be largely carried on through committees and through a permanent secretarial staff. It should be available for advice and information to Congress on all economic and social measures, and it should be allowed to carry on long-range studies for the purpose of correlating the data which we have today in such a manner as to present at any one time a clear picture of the economic resources and economic life of the country.

7. Who should compose its personnel; first, in general; second, in particular?

I think that the experience of Germany and France makes clear that the best form of organization would be that of representation by organized economic and industrial groups. I would suggest that the various industries of the country be arranged in major groups following the classification of our census, such as food and kindred products, textiles and their products, forest products, agriculture, paper and printing and publishing, iron and steel, coal and other min-

(Continued on page 110)



LEWIS L. LORWIN



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to the  
Cause



of  
Organized  
Labor

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## Public Responsibility

"The idea that the Republic was created for the benefit of the individual is a mockery that must be eradicated at the first dawn of understanding." These words are President Hoover's, uttered not quite a year ago. They express what every thoughtful man knows is the truth about citizenship.

It is strange, then, that this principle of citizenship is being violated so constantly by men who prate most about patriotism. We refer to American bankers.

Increasingly clear, it appears to be, that the present depression, so devastating to human life, is being prolonged for lack of proper banking methods and facilities. The banks are failing in responsibility to the community, and bankers are consciously or unconsciously treading close to the brink of treason.

The survey made recently by "Business Week", a national economic weekly, of 349 cities indicates that high interest rates are retarding the resumption of building. Though the Federal Reserve discount rate is the lowest in history, "76 per cent of the cities reported no change in mortgage money rates from a year ago; 14 per cent found rates actually rising; only 10 per cent show falling rates". The inflexible determination of bankers to collect abnormal profits is a menace to the well-being of the industry.

Gradually it is dawning upon the minds of thoughtful citizens that "profit inflation" and not "price inflation" caused the present depression and is continuing it. The only way to cure unemployment is to reverse the process. Bankers must lend money to industry, and the only way industry can begin to take this needed dose of capital, is via the lower interest route.

To expect most bankers to see this point, and to act upon it is too much. They are individualists—old-fashioned individualists. They are powerful. They are not really public-spirited. Some of them prefer to detract attention away from their own negligence by crying that a reduction in wages will do the trick. An attack on wages does nothing but reduce purchasing power—in short, retards the movement of consumers' goods, makes the manufacturer less able to borrow money from the banker. Only an intelligent interruption of the vicious circle by the banker himself, or by an intelligent government, can save the situation.

## The Wage Attack

Chief among those bankers, who are beclouding the economic situation by shouting for deep wage cuts is the chairman of the board of the Chase National Bank—representing one of the most powerful aggregates of capital in the world. It is apparent that Mr. Wiggin speaks for a strong conservative wing of the banking group. Reports from New York are also probably true, that Mr. Wiggin and his associates are willing to see the depression prolonged so that the underlying population will be in a "frame of mind" to accept wage cuts. During the war, this process was called "putting the fear of God into 'em".

While workers are dwelling upon the spectacle of this attack upon that section of the community least able to carry the extra tax, it is well to understand that not all bankers are with Mr. Wiggin, nor all industrialists.

The following organizations, and individuals have stood by the high wage philosophy of labor, and adhered to the American standard of living:

President Hoover.

Leading U. S. Senators, Representatives and state governors.  
American Federation of Labor.

Federal Council of Churches.

Catholic Council for Social Action.

Pollak Foundation.

"Business Week," national economic weekly.

"New Republic."

Many powerful newspapers, including the Scripps-Howard group.

Head of the U. S. Steel Corporation, James Farrell.

Henry Ford.

Such economists as Sumner H. Slichter, George Soule, William T. Foster, and many others.

As soon as the real meaning of Mr. Wiggin's proposal is seen, few if any sane persons will support him. His decree is analogous to seeking to heal a wound by opening it anew each day.

## Boulder Dam and Responsible Labor

Though the Federal government has established an employment office in Las Vegas, 30 miles from Boulder Dam, and done everything it could through this agency to control conditions, conditions are bad in that section. From distant cities men are being inveigled to go into the Boulder Dam area, and to pay a fee to do so. The superintendent of the Federal Employment Office has been forced to answer 2,500 letters, and to tell applicants to stay away. Whether the railroad involved in building a span to the dam site has been scrupulous in its importation of men is questioned. At the same time, the Southern Service Power Company, which hold the contract to build a high line for Victorville, Calif., to the dam site, won't allow a union man on the job. In short, things are in a messy condition.

The U. S. Government has a responsibility to see that such conditions are cured. It is the boss of the greatest engineering project in the world, and should not dodge responsibility because work is being done by subcontractors.



### **Pavel Jerdanowitch and Experts**

Paul Jordan Smith, a Pacific coast author, regretted the fact that the paintings of his artist wife were called old-fashioned by a jury of art critics. In revenge, he went home, and though he never had a brush in his hand, conceived and executed four fake paintings, which he called "Exaltation," "Aspiration," "Adoration" and "Illumination". He tacked on the high-sounding signature of Pavel Jerdanowitch. Lo, the art critics fell for the deception. They praised the fluke paintings, and they were exhibited with acclaim in Chicago, New York, and Boston.

This is not the first time that a jury of experts have been taken in by a hoax. In the literary world it is an old story. They have been deceived time and again. They have accepted the outer marks of excellence for excellence itself. They are like silly, frivolous women who run after bogus nobility.

In the economic world the story repeats itself. A group of high-sounding economic experts attached to a leading university were as wrong about the stock deflation of 1929 as the art critics were about the paintings of Pavel Jerdanowitch. Just as wrong have so-called economic experts been about the upturn of business ever since the stock crash of black October. Hundreds of college textbooks written by economic experts are filled with untruths about the economic order.

The fallibility of experts suggest the need of labor raising up its own economic investigators and advisers.

### **Standards and Wages**

No one doubts that one function of government is to set up proper standards. This is indicated by work carried on by the U. S. Bureau of Standards. As early as 1901, Congress enacted a law creating this bureau. Its work has saved billions of dollars by the testing of materials and fabrics, has saved the nation from chaos by setting up an accurate system of weights and measures, and has begun the creation of proper standards destined to safeguard human life and property.

By contrast, little has been done to set up proper standards of human welfare. When the U. S. Department of Labor was created, a step was taken in this direction. This department did excellent work during the war by setting up an "American standard of living", but it has never been able to set up an American standard of wages.

Now it appears that a step toward this important accomplishment is about to be taken. Former Secretary of Labor Davis, with the approval of Secretary of Labor Doak, has introduced into the U. S. Senate a bill "relating to the rate of wages for laborers and mechanics employed on public buildings of the United States and the District of Columbia by contractors and sub-contractors". This bill (S5905) is clear, direct, and unequivocal. It provides that the "rate of wages for all laborers and mechanics employed by the contractor or any sub-contractor on public buildings, covered by the contract shall not be less than the prevailing rate of wages for work of a similar nature" in the same place. It lodges referee powers in the office of Secretary of Labor.

That such a bill represents statesmanship can be little doubted. It puts into practical effect the oft-repeated state-

ments of President Hoover and other leaders. It is all right to set up standards for steel, sealing wax, glass, muslin and rubber, why not standards for human life?

### **Economics and Morals**

Stanley Baldwin, ex-Premier of Great Britain, shows the world what good sportsmanship is. Since about 1660 his family has been continuously and honorably engaged in the iron business. During the Great War this business had a great expansion which attracted investors from every walk in life. Stock reached the height of \$15 a share. Recently—10 years after the war—the stock went to the new low of 40 cents a share. Mr. Baldwin is still a member of the corporation. He has not withdrawn a cent from the business, or disposed of any shares of stock. Any Wall Street speculator would have shown him how legally and smoothly he could have withdrawn from the situation, without great losses, and with full business honor. His attitude was "No, my name, and the name of my father, attracted investors to this business, and I do not purpose to walk out on them in time of trouble".

To many this point of honor will seem fantastic. How often we hear that morals, or what is better, sportsmanship, have nothing to do with business. The phrase, "business is business" means that business must be ruthless, trampling upon common human decencies. It is but a step to the conclusion that morals have nothing to do with economics. No sensible person will deny that economic forces are impersonal; moving in concentric waves to wider shores, baffling human intelligence, will and ingenuity. Still in so far as economic forces are affected by human personality, they begin to be affected when they trample down moral values. An economic system that permits child labor; that ignores the common human right to work; that allows great fortunes to pile up at one end of the scale with poverty at the other; that finds the rich growing less responsible, more vulgar, more brazen, less humane; that puts up with cheap lies about itself; that enslaves workers; that seeks to force men to work by court edict; that pays starvation wages—such an economic system will be challenged again and again by every social and humane force.

### **The Press Now**

We have often commented upon the fact that the press—the respectable section of it—has become fairer and more intelligent in the discussion of labor and economic questions. Yet during the present troubled times most newspapers did the following:

1. Supported the President against Congress in the controversy over appropriation of money for succoring starving men, women and children, when past history shows that Congress has repeatedly appropriated money for such purposes.
2. Supported the Red Cross without scanning the Red Cross' record in the past in relation to strikes and minor disasters.

In other words, when emergencies arise, when want makes lines between economic groups sharper and more pronounced, the newspapers are with the privileged.





# WOMAN'S WORK



## DEPRESSION MAKES CUTS IN FOOD NECESSARY

By SALLY LUNN

**A** DIET for four adults, including three meals each day, may be supplied for \$7.16 a week, according to food experts of the Bureau of Home Economics of the U. S. Department of Agriculture. Prices of their market list were checked in 15 cities and this was the average cost. Folks in Detroit would pay \$6.39 while New Yorkers paid top prices, totaling \$7.83.

A board bill of \$1.78 per person! This is a minimum diet, devised for those suffering from unemployment, or what is almost as bad, part-time employment. There are no fancy frills on the grocery list, but there is a large quantity of nourishment, and the diet is so scientifically balanced that it is thoroughly healthful—probably more healthful than that of people who eat whatever they please. Dr. Louise Stanley, chief of the bureau, declares that there is a good supply of vitamins, protein, calcium, phosphorus and iron, as well as enough calories, to provide for health and growth. Quantities of milk, vegetables and lean meat are absolutely necessary and should be increased when the family income permits. Here is the list:

### Family of Four Adults

#### Should Buy Every Week—

Flour, cereal and rice (1½ pounds bread count as one pound flour), 22 to 27 pounds.

Milk, four to eight quarts.

Potatoes (14 pounds in one peck), one to one and one-third pecks.

Dried beans, peas, lentils, one to three pounds.

Tomatoes, three quarts.

Other vegetables (including some of green or yellow color and inexpensive fruits), 20 to 25 pounds.

Fats, such as lard, salt pork, bacon, margarine, butter, etc., four pounds.

Sugar and molasses, five to six pounds.

Lean meat, fish, cheese, eggs, five to 10 pounds.

The large allowance of flour and cereal should include a variety of items, such as rice, corn meal, oatmeal and macaroni, as well as white flour and bread. Breakfast should include a large bowl of cooked cereal for each member of the family, pancakes, biscuits, muffins, fried cornmeal mush, or similar dishes. Rice and macaroni may be used in quantities for lunch and dinner dishes, combining with vegetables and meat. And there are many tasteful puddings that may be made of rice, bread, cornmeal or other flour, while shortcake made with dried fruit will prove a favorite. It must be admitted that this will call for extra effort on the part of the housewife, but it will result in a great saving.

Where fresh milk costs more than 10 or 12 cents a quart the bureau authorities recommend using unsweetened canned milk or dry skim milk for part of the milk allowance. To protect the health of your family you must use plenty of milk, both with cereals and puddings, cream sauces with meat or vegetables and in similar ways, as well as for a beverage.

While the allowance for meat, fish, cheese and eggs is small, using milk will supply enough protein to make a balanced diet, but the housewife will have to use more thought to make interesting meals. However, by means of stews with vegetables, stuffing meat, making dumplings and gravy, hash, meat loaf and similar combinations, the

ask for the squares or ends, these cost much less than sliced bacon. Breast, neck and shoulder of lamb are low priced and cheese offers another bargain.

Lima beans, navy beans, prunes and raisins are recommended, and peanut butter in bulk is inexpensive and very nourishing.

Cabbage, onions, turnips, and spinach are vegetable bargains for the market basket, and oranges are cheaper this year than last. Large cans of tomatoes may be purchased for approximately 15 cents a quart.

While we may not want to go on the bureau's minimum diet, I am sure that all of us who are affected by hard times may benefit by some of these suggestions, for grocery bills do run up terrifically if you don't watch them. Dieticians at the bureau

are busy making up menus and devising recipes to present low cost foods in appetizing ways. They have also worked out a market list for a week's food supply for a family of five, two adults and three children, also for a family of seven, mother, father and five children, with quantities of the same foods adjusted to the number of persons. Where there are children much more milk is allowed; for a family of five with three children, 23 to 28 quarts. Children should have milk at every meal, eggs several times a week, and tomatoes or oranges once a day, as these foods contain elements necessary for their normal growth. The Bureau of Home Economics is now located at the Earle Building, Washington, D. C., and will send you bulletins on this subject if you ask for them.

From the Philadelphia Child Health Society, 311 South Juniper Street, I have a complete market list of food for a family of five (three children) for a week, with prices and quantities at a cost of \$8.59. They have also sent menu suggestions suited to the market

basket, and recipes for some very enticing dishes for low cost meals. Anyone who wishes may get these by writing for them, and will find some very beneficial suggestions.

Another organization that has been studying the minimum diet is the Bureau of Home Economics of the Federated Jewish Charities, Boston. While their minimum grocery order for four adults totaled \$10.42 for the week, a greater variety of foods was included. And the fact that the diet was nourishing was demonstrated—of four social workers who subsisted on it for a week, one gained two and one-half pounds, two gained one pound each, and the other maintained the same weight. Material on this diet, with menus and recipes, may be obtained by writing to the Family Welfare Association of America at 130 East Twenty-second Street, New York City.



Milk for every child, for every meal, is essential for a nourishing diet.

quantity can be spread out. Hearty dishes may also be made with beans or peas.

The vegetable allowance is generous and it is suggested that it be divided to include seven pounds of leafy vegetables, seven of root vegetables, and six pounds of inexpensive fruit, including oranges, bananas and dried fruit.

Of course, to make every penny count, the housewife should go to market herself, and take advantage of food bargains. Inexpensive cuts of meat, costing from eight to 25 cents a pound, should be selected.

In making the survey of food costs in 15 cities, the bureau found several items that are especially good values, anywhere you may happen to live. Here are a few of them: Beef kidney, flank or liver; pork liver; canned pink or chum salmon; canned mackerel; picnic hams. When you buy bacon



# NEW TRENDS



Fitted high waist-  
line, closely belted.  
Clever manipulation  
of fur . . . . .  
Unusual treatment  
of collar and sleeve.  
Unite to make these  
spring coats in  
M.T. Stevens wools  
distinctively 1931.  
— Courtesy —  
The Wool Institute.

Pennell Gosby







## MODERN PILGRIM'S PROGRESS

Drawn especially for Electrical Workers Journal by Harrie S. Goodwin





# ON EVERY JOB

There's a Laugh  
& Two

An International Officer contributes this classic, taken from the Washingtonian:

## A New Year Prayer

Oh, Father Time,  
Thou who sweepst on with irresistible  
scythe mowing down alike the good and  
the bad,  
Thou who hast in ages past visited this old  
worm-eaten planet called the World with  
war and pestilence, flood and famine,  
fire and rack,  
Whatever thou hast in store for us in this  
New Year of trial and tribulation,  
Let us, we beg and implore of thee, have no  
more of—

Hoover prosperity  
Farm relief  
The Wickersham commission.  
Col. Arthur Woods and his unemploy-  
ment committee.  
Mr. Hamilton Fish and his red chase  
Congressional harmony  
The Nye committee.  
Al Capone  
Mr. Tinkham and Bishop Cannon  
Judge Lindsey and Bishop Manning  
Drought and drought relief  
The man in the green hat  
And  
Unemployed apples.

For, kind sir, patient and long-suffering  
as we are, just a casual glance at the above  
list of calamities should serve to convince  
you that in the past 12 months you have  
been laying it on a bit thick.

## Welcome Home!

(Dedicated to the new home of L. U. No. 3)  
By ABE GLICK

Towering majestically seven stories high,  
A magnificent structure of concrete and  
steel;  
It's a symbol of progress with the limit but  
the sky,  
A monument to leadership and skill.

Erected on a powerful foundation \*  
That's standing firmly on a solid ground;  
Cemented by good will and co-operation  
To make it more unshakable and sound.

May it always be the beacon to light the  
way  
And lead others on that highway to  
success;  
And we'll all see a brighter, better day  
And avoid many a hardship and distress.

So, welcome home and strengthen your home,  
boys—  
Let Brotherly love one of the supporting  
pillars be,  
And we'll all share much happiness and joy  
In that new home of Local No. 3.

A Kansas editor suggests Etaoin and  
Shrdlu as names for twins recently arrived  
at the home of his linotype operator, as both  
words were originated by operators and are  
often used by them.—Typographical Journal.

We are hereby entering Senator Norris  
(without his consent, however) in our min-  
iature pomes contest.

## The Senate Muse

"Once to every man and nation  
Comes the moment to decide  
In the strife of truth with falsehood  
For the good or evil side.

"But the case presents no problem  
To the White House Engineer;  
He appoints a big commission  
To report some time next year."  
—Senator Norris in the Congressional  
Record.

Another good yarn from Irvine, of Local  
No. 1037, Winnipeg:

## The Lineman's Tea Party

Harry Jackson was a grunt before he was  
promoted to be a lineman. (Let me say he  
is no relation to the hole-digging Gruntus  
of past fame). It was a big construction  
gang and Harry, being a little above the  
ordinary intelligence of the ordinary grunt,  
was delegated to make the tea for lunch.  
It was a big two-gallon teapot in which  
the water was boiled and the tea infused  
all in one operation. Sometimes the lid was  
on and sometimes it wasn't. The tea was  
made and all gathered around including the  
foreman and everybody drank tea, said it  
was good tea but it had a kind of a peculiar  
taste. The 1 o'clock whistle blew, and  
Harry gathered the dishes together. Pick-  
ing up the teapot he upset it in front  
of the gang to dump out the tea leaves. The  
tea leaves came out and three bundles of  
tarred marlin cable clins. Harry is a pretty  
good runner and is still alive.

Another story hot off the job—that's what  
we like!

## Don't You Dast!

At the shipyards every man placed to work  
is instructed to watch for air line breaks;  
if one occurs to take the end of supply and  
bend it over to save the supply from leaking  
away. A wop was working near some men  
who were using electric drills of the portable  
type. An iron beam fell across the rubber-  
covered cable and snapped it in two. The  
wop quickly grabbed the end from the floor  
and bent it over, saying: "Foreman say you  
no leak away, and, by gar, you won't!"

G. L. MONSIVE,  
L. U. No. 595, Oakland, Calif.

It's hard to be cheerful sometimes, boys,  
but let's not be gloomy, at any rate. Even  
though our humor is like this entry in the  
miniature pomes contest:

## 1931 Nursery Rhyme

Workingman, workingman, have you any  
money?  
I've been laid off for 14 months, so fella,  
don't get funny.

## The Friendly Voice

The various sounds that pass into the ear,  
Affect the thought, the mind, the soul of  
man.

The sound that brings the heart of man most  
cheer,  
Is the voice of a friend; another man.

With heart oppressed by sorrows dark or  
dim,

While carrying the load as best we can,  
We meet a friend with handshake and with  
grin;

The friendly voice, the hearty voice of a  
man.

Wherever then your lot is cast,  
What grief and hardships come to you,  
In summer's heat or winter's blast;  
We'll hold our own when friends are true.

The attitude we hold toward life,  
Is largely ours to make the choice.  
How swiftly passes grief and strife,  
When greeted by a friendly voice.

When the sky seems low and the sunshine's  
dim,  
We've nothing now to make the heart  
rejoice;  
The voice that cheers belongs alone to him;  
Yes, yes, my friend, it is the Master's  
voice.

With courage strong we'll answer every call,  
We'll face the world like noble men and  
true,  
Fear not, my friend, though often you may  
fall,  
He'll lift you up and bring you safely  
through.

DAN REEDER,  
Local Union No. 9, Chicago, Ill.

Don't know whether we can get by with  
these cracks about a prominent gentleman—  
we live right in the same town with him and  
he might find out about it!

## After Election Day

Hoover on Prosperity  
Ruled with a mighty hand;  
Congress assembled;  
He did not understand.

Then old friend, Bill Borah,  
In extra session bent  
All efforts to defeat him;  
The farmers now repent.

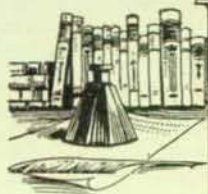
Labor and industry  
In Washington were massed  
To save what's left of Hoover  
Since old Wall Street crashed.

Sad is the plight of labor;  
He promised them so much.  
They got unemployment—never greater,  
And no place to make a touch.

Al Smith was defeated;  
He ruled with mighty hand;  
The people couldn't see it,  
But now they understand.

CARD NUMBER 346767.





# CORRESPONDENCE



## Old-Timers Meet in California

Editor:

Just a word of explanation to the inclosed. A crowd of old time electrical workers of the old school got together on Christmas Day and enjoyed themselves immensely. There were only two present who were not old members of the United Order of Linemen. This organization was the starter of the I. B. E. W. and, with the two exceptions, we were old friends of Henry Miller, our first Grand President. I was asked to write a little piece to our host, Jerry Tylor, and this is the outcome of my antiquated brain. On showing it to several of the boys I was requested to send it to the WORKER and if you consider it worthy of publication it would please the old gang. I send the season's greetings from all.

THOS. W. MEECH.

William Tylor, Better Known as "Jerry"

had a Christmas party at his home, at 4128 Brookdale Avenue. Jerry had as guests: Andy Stephens, Bill Smart, Harry Dauregthy, Sport McAllister, Jack Steal and wife, "Sye" Pierce, Ernie I. Durrell and wife; his dearly beloved wife, Rose; Mrs. Slaughter and son and daughter, and Thos. W. Meech.

Jerry is an old timer in the A. O. U. L., the N. B. E. W. and the I. B. E. W. Owing to the many subjects brought up this day, Jerry was allowed to let off steam.

On behalf of Jerry and his good wife, Rose, in token of the good things we partook of and their hospitality, Tom sat down to write a line or two, and here is how Brother Tom hands it to Brother Jerry:

Who's always ready for a joke?

Jerry.

Who gives your ribs a friendly poke?

Jerry.

Who's always full of joy and fun?

Who keeps the fair sex on the run?

Whose age today exceeds 61?

Jerry.

Who is it greets us with a smile?

Jerry.

Whose laugh is heard a half a mile?

Jerry.

Whose strength is like the brawny ox?

Whose muscles are as hard as rocks?

Who'll give and take all kinds of knocks?

Jerry.

Who's always ready for a bet?

Jerry.

And helps somebody into debt?

Jerry.

An entertainer de luxe, is he,

Dispensing smiles so cheerfully,

In his cozy den behind the gate,

On Brookdale at 4128—

Jerry.

Who's better known in 595?

Jerry.

Who would help to put a rat upon a slide?

Jerry.

Who'd grab McGunis or Tom McGral by the collar

And choke him so he could not holler,

And fade him for his last, lone dollar?

Jerry.

### READ

Reflections on hard times, by L. U. No. 143.

"Buy Now" analyzed, by L. U. No. 230.

Kansas moves in harmony toward real gains, by L. U. No. 226.

Comments on present hard times, by L. U. No. 617.

Some assets gained by depression, by L. U. No. 150.

Progress in Albany, by L. U. No. 696.

These letters are the fruit of hard thinking under the stress of difficult problems. They bear reading.

Wid all dose faults, we love you so,  
Jerry.

We hope it's long time fore you go,  
Jerry.

Earnie told me for long, long months,  
Your good for make some kind of stunts.  
I hope dat's so for mabbe once,  
Jerry.

Who dearly loves a game of chance?  
Jerry.

Who'll bet his shirt or bet his pants?  
Jerry.

With gloating glee he rolls the bones,  
While listening to his victim's moans,  
And chuckles at their sobs and groans—  
Jerry.

Here's to you on this, your Christmas Day,  
Jerry!

May life for you be always gay,  
Jerry.

We always want to hear you shout;  
There's always joy when you're about;  
You put dull care to rout,  
Jerry.

### L. U. NO. 1, ST. LOUIS, MO.

Editor:

Organized labor is not a new idea. In scanning past history, it will be found that the peoples of ancient times favored labor organization. It is true, that it might not have been quite as efficient as a labor organization should be, but it was sufficient to meet the demands of those ancient times. Unionism, like everything else, is subject to continual change. The union movement in years gone by has changed from a six day week to a five day week; and now that necessity requires it a six hour day has become imperative.

Over 500 years ago German miners labored under a five day week, while Saxony silver miners had a working week of three days. The 10, 12, 14 and 16 hour day fostered by the steel industry will be remembered by the strike waged against it by the American Federation of Labor in 1919 which resulted in the steel workers' hours being made equivalent to other mechanics.

Secretary George R. Paterson, of the Missouri Federation of Labor, in a letter to the Progressive Press, made a number of suggestions which might be used to advantage and are well worth a moment's consideration. He emphasized the fact that those people who foster long hours and low wages have no desire or thought of lightening the burden of humanity.

The executive board of the Railroad Shop Employees Department, A. F. of L., are to present a five day week demand to the rail management. A six hour day is being petitioned by the Big Four Brotherhood and the Switchmen's Union of North America. The W. K. Kellogg Company, of Battle Creek, Mich., manufacturers of breakfast cereals, has announced the adoption of a six-hour day with an increase in pay for its employees.

George C. Smith, director of the Industrial Bureau and director of the Industrial Relief Division of the Citizens Committee, in speaking on public relief says that St. Louis has an army of 50,000 idle men. The Progressive Press is of the impression that the number is nearer 75,000. Secretary Frank Morrison advocates the short week with shorter hours as a means of alleviating these hardships by giving every man a chance to work.

ROBERT B. MILLER.

### L. U. NO. 28, BALTIMORE, MD.

Editor:

The writing at this time finds us at an inopportune period. It catches us at a time when we're busily occupied in the business of recuperation, that followed a brief spell of employment, after an enforced rest of about four months. From this you can readily judge that we're heartily in favor of forever abolishing this dangerous and somewhat inconvenient thing, known, commonly, as unemployment.

This common enemy of man, aside from depleting the pocketbook, market basket and finances in general, is bad on the worker himself. It is a bad disturber of discipline and makes one quite rusty with the hickey, saw and dies. Such things as Ohm's law, wire and pipe tables, and a host of necessary rules and essentials are laid aside until such time as we're busy again.

After a careful perusal of this month's JOURNAL we find it, almost invariably reported that work is scarce throughout the country and also in Canada. This sort of makes it unanimous, and should make us all feel better, according to certain agencies, which always try to soothe us by pointing out that other sections are not better off than we are. Poor consolation, feeding us a dose of other's misery and using that as a salve for our wounds.

We read with interest the letter of Local Union No. 7, in which they give an interesting account of the wonderful interest and co-operation the electric light company in their territory has shown. This being such a rare quality in a utility company makes it all the more interesting and gratifying. We would like to see such a condition more prevalent throughout the country, but why should we ask impossibilities?



Another interesting letter was that of Local No. 370. Seems as though that's their first venture in these columns. Let us have more of your letters as we can assure you your very descriptive letter was greatly appreciated and read with interest. No timidity should stop you. You're one of us. Send in your contributions (letters) regularly. We're sure that Brother Editor welcomes you with open arms. Am I not right? We note that Brother Broach still finds time to contribute some of his spicy little paragraphs. This is quite remarkable coming from a man who is so busy with his other duties. Seems that he must be a glutton for work.

R. S. ROSEMAN.

#### L. U. NO. 41, BUFFALO, N. Y.

Editor:

The usual election and installation of officers which has been a yearly traditional custom in our local union did not mature this year. We can be thankful to the new constitution for this as the officers of this local have been very busy with a new agreement and caring for the unemployed. Several of the shops here are working on shifts of three days.

The past three years has seen a steady improvement in handling telephone work. Roy Leff, the assistant business representative, has had exceptionally good results to report in all cases involving this type of work. The outlook for getting more of this work is so good that several members are taking a course in cable splicing. The course is being offered to our journeymen members at the Seneca Vocational High School. Brother Arthur Whitney, a veteran member of our local, is the instructor.

At our regular meeting a report reached us that Brother Stanley White, who is in Schenectady, N. Y., is in the hospital for an operation. Although we cannot visit you personally, I am sure that the members of this local hope for a speedy and complete recovery.

Local No. 41 has just improved their steward report card system. The original system was similar to the one used in Baltimore, Md., where Brother Bieretz had so much success with it. Here again Roy Leff, the assistant business manager, deserves credit as it was practically his progressive attitude that brought it into actual being in Buffalo.

It requires much time to file and take care of the reports, but it is worth it. The member's standing can be ascertained in a few minutes by looking at a card from the file. The report on file gives everything regarding his employment.

O. C. HOLZER.

#### L. U. NO. 53, KANSAS CITY, MO.

Editor:

It is not our habit to take issue with the different writers who write for the WORKER from their local every month, but that one in the January WORKER from L. U. No. 245, Toledo, Ohio, by Brother Dukeshire, demands that we take issue with him in a friendly way. He closes his article with a tirade against the Hoover administration on unemployment, the farm question, soldiers' insurance, beer, and a few other things, then closes his article by saying he did not vote for Al Smith, either. Well, Brother, how come the very things that you seem to want were the things that he stood for? He never straddled any of the questions you speak of, his honesty was never questioned, and his record on labor and progressive legislation was beyond reproach. And you, a union labor man, say you did not vote for him, either.

And now you rave over the way things turned out. People get about what they vote for. Mr. Hoover made himself clear on most of these things. When Smith came out for public ownership or public control of power, Mr. Hoover said, "No; we will not interfere with business." When Al said we might as well make some money on this beer business instead of giving it all to the bootlegger, Herb said, "No; we will carry on the noble experiment." When the farmers cried out from the wilderness, Al went out to see them and told them he would give them what they wanted. Hoover told them he would call an extra session. The lines were clearly drawn on all these questions; both men were honest in their convictions as to how these things should be worked out. And the people chose Mr. Hoover's plan. You and 20,000,000 million others didn't vote for Smith either.

Your own state, Brother Dukeshire, went against Al's plan by about 500,000, in spite of the large urban population. Your state is not rural. The 1930 census shows urban, 4,507,371; rural, 2,139,326. So the city worker in Ohio, like the farmer in Hoosiersville, thought that Hoover's Hamiltonian policy (a policy of every one for himself, the devil take the hindmost) was what we wanted and that's what you're getting, plus. People get what they vote for. The heel was on the neck of labor for years and when we cried for aid to the farmer and small business man our cries fell on deaf ears. They were Hamiltonians, every one for himself, and it was just too bad if the heel hurt; but they could not help men with such ideas as labor had. Now the heel is on their neck also and are they yelping—and how! Remember how they mobbed and lynched the organizers in Arkansas; how they went to the aid of Henry Allen and his industrial court law. The press at that time said the farmer and business man would stand by law and order, and they did. Now they want help from labor, the octopus seems to scare them.

There seems to be a law of balance working in the economic scheme of things; and it is surely balancing up exactly as the early labor prophets like Debs said it would. It used to be that labor was the only drug on the market, but now we have company with the farmer, the small business man and the white-collared gentry.

Brother Cloughley gave you all the local news last month and, as things are about the same in Kansas City as they are everywhere else, I don't see what I could add.

T. MC.

#### L. U. NO. 77, SEATTLE, WASH.

Editor:

It would seem almost hopeless to add anything to that which has already been said on the subject of unemployment and the various methods that have been adopted to alleviate same.

However, the writer will attempt to develop an idea pertaining to our industry that can be tried in a small way, at a small cost of time and expense, and if found feasible can be enlarged to meet the situation, and in addition if workable will pay its way in carrying out the program.

We know that the world would like to turn bad times into good times; we know that too much time is being spent in idle theorizing, and we know that lack of buying power, business depression and unemployment move in a vicious circle.

Perhaps we cannot cure all the various evils, but if the various interests of the electrical industry can and will get together for the purpose of conducting a campaign of proper wiring, illuminating and the utiliza-

tion of modern conveniences we can at least do our part in correcting the present situation. It is a well known fact that most houses and buildings unless very recently built are not adequately wired, are not correctly lighted, and that modern conveniences are not readily accessible.

If one were to set down and list all the possibilities that are waiting the electrical industry it would be surprising. It is not that the world has not had an opportunity of obtaining complete electrical helps as they have been available right along, but it is simply a question that the user has not known in how many ways electricity could be more of a benefit to him. And the consumer will not know unless the electrical industry carries this message to him in language that can be understood.

By the electrical industry I mean the power company, the electrical contractor, the supply house and the journeyman. If they were jointly to send a representative on a house to house and building to building survey, and this representative was selling nothing, simply giving advice as to hazardous wiring, the convenience of properly located receptacles and switches, and the elimination of eye strain that proper lighting units would relieve, and what modern fixtures would add to a room, and how outside illumination would forestall prowlers, he would find a receptive audience. I believe this campaign would be developing an almost untouched market. Any bank or commercial house would finance this plan so as to permit a time payment plan.

Then there is Christmas with its coming electrical decorating. Individuals, communities and cities are swinging behind this civic holiday movement. Then our streets with few exceptions are not adequately lighted. Another thought, the illumination of highways. It is estimated that a properly lighted highway would make it used 24 hours per day, instead of just a daylight road, thereby eliminating the necessity of widening or building an additional road, therefore the cost of such lighting would be more than offset by increasing the efficiency of the existing road, to say nothing of eliminating the many hazards of night driving. This list of possibilities can be extended indefinitely.

The results would be more wiring, and better wiring; more material, and better material; more illumination, and better illumination; and more uses of electrical current; the entire electrical industry would be better off and the world would be the richer and the gainer of this co-operative movement.

FRANK TUSTIN.

#### L. U. NO. 98, PHILADELPHIA, PA.

Editor:

One more year has come and gone, and looking back through that year, our first thought is that it has been a very bad one, very little work and too many men to do it, very little money and this spread too many ways. While this is true there is also another view that we in Philadelphia must not lose sight of, and that is that while we have been hard hit, the non-union men and contractors have been hit just as hard, if not a little harder, and this removes some of the non-union shoe-string contractors from the picture automatically, and while there are no figures we have reason to believe there have been quite some effects.

We have in a way been fortunate in that from March to October of this year we have been busy and at two periods of this time could not supply enough men to meet the demand and were pleased to call in men from other locals.

From October 1, our unemployment has been steadily increasing and, beginning the



last week in November, Vice President Kloter, with the co-operation of the contractors, installed a system of rotation of employment whereby the unemployed secured part time.

Each man employed lays off one day per week and one unemployed man substitutes until he has made 32 hours, when he is replaced by another man out of work until he makes 32 hours, and so on. This then gives the employed man a maximum of 32 hours per week and 20 per cent of the unemployed 32 hours each week. This system has placed \$14,000 in the hands of our otherwise unemployed in the past five weeks.

In addition to this, men employed who could not be replaced on a job, such as foremen, jobs requiring only one man, or those on specialized work, have been contributing one day's pay per week to relieve any distress that might exist among the membership.

The organization program is now in full swing, with International Organizer Jack Queeney and an organizing force of P. J. Foley and P. J. Sullivan, all under the leadership of Vice President Kloter, welding the unorganized shops into line.

We have just closed three shops that have been outside our ranks for a good many years, and one of these we are happy to state has wiped out an injunction it held against us for the past 20 years.

We are realizing every day that we have been very lax in compiling statistics, and now that the International Office has made it mandatory on each local union to prepare a card system for reference and for further information, it is a decided step forward.

The educational system has been enlarged to take care of several classes of journeymen in both Saturday morning and evening sessions. Classes are now functioning in electrical theory, practice, cable splicing and mathematics, and in addition to the apprentice classes there are about 160 journeymen enrolled.

Attendance at the journeymen's classes is for the present voluntary, but if in the event it is found necessary attendance will be compulsory.

The holidays are now gone and we trust that they were enjoyed by the entire membership. We in L. U. No. 98 have endeavored to bring a little cheer and warmth into the homes of our members who have been unemployed or ill, and it is certainly to the credit of Local No. 98 that this organized effort was made in this direction.

A Happy and Prosperous New Year is the wish we are offering to every officer, local and member of the I. B. E. W.

JACK WEIMAN.

#### L. U. NO. 106, JAMESTOWN, N. Y.

Editor:

Work around here is very bad and no prospects in sight for anything in the near future. There is quite a little work to be done in the northern end of the county on the change over from 25 cycles to 60 cycles, but that is in the jurisdiction of Local No. 593 and their scale is whatever they can get—40 to 75 cents per hour. A committee from this local was over there today and they were informed that the local is about shot as far as the wiremen are concerned. It seems as though the International Office could send an organizer in there and help those boys out. God knows they need help and need it badly. Their conditions have a tendency to break down the conditions of Local No. 106.

This local is putting on a stag party in our hall, February 14 (Saturday), and are inviting all the members of L. U. No. 174, Warren, Pa., officers and executive board members of Locals No. 41, Buffalo, and No. 56, Erie, also what members of L. U. No. 593

### Another Winner



RAYMOND ANDERSON

Last year S. H. Shaughnessy led the low tension class conducted by Local Union No. 3 and Stanley & Patterson, manufacturers. His record was 100 per cent. This year Raymond Anderson carries off first prize—poor lad; he fell short one-half of one per cent. His grade was only 99½ per cent. This class is unique in that the students have co-operated in offering practical suggestions to management for more advanced use of equipment.

that are left, for a general exchange of views.

Our executive board is functioning 100 per cent and when the work breaks we will be in a position to advance and live up strictly to the new constitution.

Our old war horse financial secretary, F. J. Kruger, has been confined to his home, and is only able to move about occasionally on crutches, or by the help of his wife. We are in hopes that he will be about soon as we miss his smiling face and advice at our meetings.

Brother H. M. Higby buried his mother-in-law today.

There are between 150 and 250 linemen, station operators, radio and battery men, also shop men in this town that do not carry cards. Local No. 106 has tried repeatedly to get them in the local but failed. Maybe if inducements were put up to them they might be inclined to have a local of their branch of the trade. If a good, live organizer came in here and just worked on them alone with the help of Local No. 106 he might be able to do what we have been unable to do. There are two light and power companies here.

All of us read Brother Broach's comments in the WORKER, and from them we get lots of food for thought.

This local meets the first and third Mondays of each month. Executive board meets the second and fourth Mondays.

W. R. M.

#### L. U. NO. 113, COLORADO SPRINGS, COLO.

Editor:

Our city had a very wonderful year in 1930. We furnished construction jobs to most of the state and sacrificed ourselves because these contractors, for lack of appreciation, brought in outside electrical and other building contractors to do their work, and, of course, vacated with the cash, and the people at home remain to consume what is too small for their consideration and remuneration.

We fail to see why our chamber of commerce advises to buy at home and in turn fails to assist the construction of our citizens' building jobs, by admonishing them to have home architects, general construction contractors, also all of the sub contractors on their jobs and thus leave much of the money in the home town, which supplies them all of their sustenance, prosperity, etc. Well, of course, money was made round and that alone assists it to travel far from home. Yet, all would very much like to have a part in its path of progress.

We hear, read and think much about the general depression that now may claim the attention of our citizens and the nation at large for some time. We read of the various causes, remedies or cures for our national malady, and by this summing up learn much that may be the cause of its presence with us. Each has an idea why such serious afflictions visit us. Some believe it is as an epidemic of flu that swept the globe in 1918-19 and is again approaching international importance; this unrest and lack of national confidence; this overproduction; this lack of distribution because of insufficient funds to purchase back the enormous machine production that is now trying to find consumption at 100 per cent profits seems to be one cause of the depression. The European industrialists are also mechanizing, and, of course, are facing similar conditions. The age of progress has captured our present civilization and we have failed to adjust our business methods to it. We are trying—I mean the corporationist—to maintain all of the leftovers of the past, as to handling production, earnings, management, etc., in the reorganizing period.

If a new system is being ushered in and it is more efficient in production, more profitable because it lessens costs and increases the finished product by fewer employees, and incidentally reduces the income of the employee, lessens his buying power and the demands of civilization are becoming greater with fewer dollars to buy with. It is utterly foolish to maintain old working conditions to find that remedy.

The civilization's progress is only the results of man's efforts, through inspiration coupled by hard, cold labor, and back of this inspiration is an urge of universal appeal that pushes not only one man but the whole race. Hence an appeal thus received is not the thought of one brain but is from without and we say: "It's in the air." What is this air idea? Nothing but planetary urge, and the sensitive ones register it. Hence the nation and the world function along similar lines. Why have not the great moving bodies that give us light, heat and their benefits of seasons, when well aspected together, give us the urge to lift all, and again to depress all? Man is a pawn on the chess board of life and like the tiny ant thinks he is a wonderful world within himself.

Did you ever see such little concern over the hungered and starved, as to say, "Feed your stock what humans need?" Can't sell because there is no market, and those who should have might create that market and consume the surplus. Have we forgotten?



We called thousands slackers who did not give to feed the allies when murder was rampant over the earth. Now when needy ones ask for work or bread, we have granaries filled with goods and no purse strings are loosened. Our government hesitates to supply the funds, and should another call to arms be asked, will this same government reverse this present condition and call people slackers through its mouthpieces? Should they hesitate to serve? I wonder!

W. A. LOBBEY.

#### L. U. NO. 124, KANSAS CITY, MO.

Editor:

L. U. No. 124 did not have its regular picnic last year so a dance and card party were given January 9. It was our first attempt of anything of this kind, and will say that the committee did exceptionally well to see that every one had a good time. Light refreshments were served. Prizes donated by the electrical supply dealers were given away at a drawing in which every one present had a number. The party was for members and families. Four hundred and fifty-two were present when the drawing started.

Some of the boys got to talking about trap shooting. Don't know whether it is like fishing and hunting and stories that go with them or not, but the result of the talking was that Brother George Hanline was appointed to select the place and set the time, so we could find out about this trap shooting with real action on January 17. Thirty of the Brothers entered the contest of the Elliott Park and here is the result: Brother Fred Tedwell, first, 20 out of 25; Brother Frank Mercer, second, 19 out of 25; Brother John Costello, third, 18 out of 25. No Brother shot under 10. This may not seem so good to some of the readers but it was a dark day with a light rain blowing in the faces of the Brothers as they were trying to shoot. Brother Tedwell used a borrowed gun in the match and deserves all the more credit for getting first place.

I don't like to take up time or space in every letter about work in Kansas City, but it seems so necessary as the newspapers of Kansas City keep printing pictures of buildings and giving the impression that they are to be built or are building. Some I noticed in an issue a few weeks ago had been finished 18 months ago. We have had a large number of our own members idle for some time and other Brothers from other local unions, who read the Kansas City papers and came here expecting to go right to work, instead of finding out the facts first. So you see we have our hands full with our own and those who came here and don't know where to go to. The buildings that are under way are nearly all finished and there is not anything to be started soon that will employ more than a few men. C. U. FREEMAN.

#### L. U. NO. 145, ROCK ISLAND, ILL.

Editor:

On this day, January 3, 1746, Benjamin Franklin discovered the most wonderful thing known to the world today, and thereby created one of the greatest organizations in the world. You may think that this is a broad statement, but let any one contradict me in this statement and then we will see how far they will get.

Electricity is wonderful. Without it I could not belong to the greatest organization that any one could belong to. We have our little battles and big arguments. We say things, we do things, we think we are right and the other fellow wrong, and sometimes we get oh so mad that we don't know what to do. But, Brother, all the time, away down in our heart we are thinking of the greatest

organization in the world. Deny this if you can.

A scientist tells us that human intelligence is 450,000 years old. Yet we have men that cling to the illusion that they can tell the other fellow how to think. Now, Ben. Franklin discovered electricity. Let some old timer tell the young ones just who discovered the greatest organization in the world—the I. B. E. W. THE SHERIFF.

#### L. U. NO. 150, WAUKEGAN, ILL.

Editor:

Now I am not trying to kid myself or anyone that we have not had hard times; we have. But did you ever think how nice it would be to lie in a hospital and have some of your friends come in to visit and to tell you that they knew someone else who had the same kind of sickness, and how they suffered and after months of sickness that they finally died.

How would you feel to have a friend to visit you who talked like that? People who are telling others that this depression is going to last are in the same class as the supposed friend.

The pessimist and the optimist breathe the same kind of air, but they use it differently.

Several years ago, in Los Angeles, the business agent was talking to the rank and file. "Brothers," he said, "always try to say something good about your fellow workers. If you don't know anything good, lie and say something good anyway."

When you read your morning paper, read only the good news and let the rest go by.

While this depression has hurt, it has also taught lots of people (me, too) that it is possible to live without working all the year around, and this should be a big factor in starting the fight for a shorter week.

In some respects it is like the letter our local received from the International Office some time ago. The depression made people sit up and take notice. The letter from the International Office made our local sit up, take notice, stop, look, listen and think, and we have made more progress since receiving that letter than we had in the last 12 years.

We formerly had meetings that lasted several hours, with a lot of useless rag chewing that did more harm than good.

Today our meetings last from one-half to one hour, and all the business brought before it is taken care of in record time. After the meeting is over we have a class in motor repair work. This started after the first of the year. So far the attendance has been good and from the interest the boys have shown in it, it looks as if it is going to be a big thing.

There are quite a few of our gang who know more about motors than they have ever told about and when we get through with our school every member will have a fair working knowledge of motors.

We still have a few men on the streets but they get in a day or two now and then, so it is not so bad as it might be.

I am very sorry that I missed getting a letter in the last WORKER, as I wanted to get in a letter every month this year, so I'll try to get in a letter for the remaining months and start all over next year to make a ringer.

One of the Brothers asked why I didn't say something about the local and not write so much bunk. To please the Brother, I'll say something about the local.

Local No. 150 is getting to be a damn good local. W. H. RANDLE.

#### NOTICE

If any one knows the whereabouts of William Thomas please notify Local Union No. 329, of Shreveport, La.

#### L. U. NO. 163, WILKES-BARRE, PA.

Editor:

I am still waiting to hear howls of protest and criticism after last month's outburst, but want to state that if there is any yelling to be done come down to the meeting hall and yell, instead of in the shop, or on the street (as is usually the case). We are going to get the organization in line and organize things on a higher level. You can make up your minds to that, and we're going to do it, whether you like it or not. You have been used to your own way so long, that you have got into a rut, and we're going to pull you all out of it (take it or leave it). I mean the contractors, too, but we are going to start at home first and go right through. It seems to me that the contractors are allied with an organization that is more detrimental than beneficial, as far as the electrical industry is concerned, and allow a man to dictate their policies who is positively out of step with progress, or the mechanics' views and well-being.

He is a man who has retired from the electrical business (that is, supposedly) but still maintains his sway as czar of the contractors, and when I say czar I mean just that. He plays the time and the others dance accordingly. He is a man whose vision and capacity for fair dealing have been warped and distorted horribly as far as organized labor is concerned, and it seems a pity to me that our fair contractors have to be dominated by a character of this kind, as he descends from a long line of anti-unionists and he certainly is doing all he can to preserve that "distinction" and heritage.

Another thing, while I am on the subject, if any of you want to take this or tell it to the contractors, include this along with it. They yell that the union boys break the city code, but they forget that they are to blame themselves and they also break the code by lifting permits for others to do jobs. I don't say all of them. The ones who do it know what and whom I am talking about, as I can state specific instances, some recent, but as far as that is concerned it is all past history and we should get together and have an understanding in regard to future policies.

The local wishes to take this means of extending sympathy to Brothers Brice, MacMillan and Francis and Joseph Hahn in their recent bereavements, as we feel it leaves a vacancy in their lives that no one will be able to fill. "GEP."

#### L. U. NO. 193, SPRINGFIELD, ILL.

Editor:

Another month has passed, that means a lot in many ways and as many different ways as there are people. Each has something to look or hope for that may be some what different than his fellowmen. But we are all convinced that something should be done or should happen that will make a change. Just what it should be we can not say. In our own cases we may be able to name the right thing for ourselves, but how about the others? There are so many of them. While in our own cases we may suggest relief, that relief may hurt more of other fellowmen. This question of getting away from this condition is quite a big thing, as it seems no body of men appointed to relieve such conditions have yet found any way of doing it. Our lawmakers have done no better. We learn that great arguments are had at Washington. Some are in favor of giving relief because they believe the farmer needs it. Others wish to give much more than requested because they may see themselves advanced because of it,



still others do not care either way but just wish to make argument to embarrass somebody. Nor do they care if the party they wish to put in that position knows anything about the subject or not.

Do you know that if the truth were known, it is not so much that the farmer is requesting the relief as it is the money lender. We do not hear any kick from the farmer around here and we are in the dry zone. It may be worse but it is kept quiet. Most of the farmers around here buy the most improved machinery and let it set in the field just where they finished until the next season and if it does not work when they wish to use it again, new ones are secured. Besides, they must keep up good riding cars. In order to go along that way most of them must borrow. Returning on time causes a squeeze. Looking ahead may have helped, but the farmer is not the only one. We are all more or less running along in about the same rut.

When good times strike us we get drunk and as a rule good times are followed by bad effects and so it goes. It seems as if no one cares to change things until they hurt and then it is generally too late and scars are the result. Nearly every one is hurt.

Those who are not down must help the ones who are down.

To get business going a demand must exist. To have the demand the money must be placed within reach of the common people (the big bunch) who are willing to buy and consume. The effects would soon be noticed. If our law makers could so realize, the unions would soon follow up and soon our conditions would become normal and no one would be hurt by the move, but the average life of workers would be prolonged by the needed rest obtained. Shorter hours with shorter pay must not be considered as that would multiply our troubles.

Well, the expected lay off has hit the city job. About 15 were laid off. The buying of new machinery will take the income of about three months, hence the lay off.

F. C. HOSE.

#### L. U. NO. 212, CINCINNATI, OHIO

Editor:

Like a good salesman I am determined to drive home the value and importance of the suggestion offered in the previous issue.

Just to refresh your memory on the previous article, I suggested that we try some

highpowered salesmanship in trying to get more work than your order called for, once you get located on the job.

By this I mean such jobs as changing the old, open type switches for the enclosed, safety type, thus eliminating any risks of danger to the owner and his employees, re-locating lighting units to suit the needs of his plant, cleaning the lamps and reflectors occasionally, thereby getting more efficiency out of his lighting system.

You might suggest cleaning and oiling his motors, thereby lengthening the life of them and giving better service. Things of this kind are usually neglected.

Try, if possible, to impress the owner with the necessity and the importance of keeping his electric system up to the requirements of the underwriters, for by doing this he will be eliminating fire hazards that are probably unknown to him. No doubt this will mean a reduction in his insurance rates.

There may be some open wiring that is in bad shape and also unsightly; why not try to induce him to permit you to install this in conduit? All of us have been on jobs where we have made some remarks about the deplorable conditions of some part of the electric system, that it ought to be repaired or replaced, then packed our tools and left the job without making any attempt to get this work. You know positively that this is a fact.

Now then let each one of us take it upon ourselves and make some effort to get this work in place of just criticizing the appearance of it and then forgetting all about it.

If we are good enough salesman to induce him to do these things, thereby getting his electric system in good shape, you might suggest coming back about once every three months to look after small repairs that need attention from time to time.

If the owner is at all progressive, he will see the wisdom of doing these things, even to allowing you to come back occasionally as this would be very cheap maintenance.

There is no reason why we should neglect the opportunity of trying to help ourselves, and continually depend on someone else to keep us employed.

There are a good many members in our local who time and again, have gotten more work in extras than the original order called for, just because they used a little common sense.

And now it becomes my sad duty to report the death of Brother Joseph Steine. Brother Steine passed away on December 21 after a lingering illness of several years. Local Union No. 212 wishes to extend its sympathy to the family of this departed Brother.

W. F. MITTENDORF.

#### L. U. NO. 214, CHICAGO, ILL.

Editor:

Again you hear from R. R. Local Union No. 214, Chicago. We have been dead so long, as far as the JOURNAL is concerned, that no doubt many of you wonder whether or not we are still in existence. Oh, yes; we still hold the fort on the C. & N. W. R. R., and considering everything in general we are still o. k.

During the waning months of 1930 we had the honor of having present with us both International Vice President McGlogan and International Representative Slattery, who gave us some interesting talks on the new constitution as well as conditions in general. Thanks to both of you; hope to see you soon again! I might add here that it would be an interesting and educational venture, indeed, were it possible for all of us to receive the letters that come to the officers from Brother



NEW PUBLIC UTILITY BUILDING, SPRINGFIELD, ILL., BELIEVES IN SHOWING THE PUBLIC THE BEAUTY OF NIGHT LIGHTING. A UNION JOB. CENTRAL ILLINOIS PUBLIC SERVICE COMPANY INVOLVED.



McGlogan periodically. They are so full of interesting comments. Keep them coming, Brother.

No doubt, many of us, considering retrenchments that were made in our pay envelopes, have come to the conclusion that we have not accomplished that which we had hoped for at the beginning of the year. Some of us are perhaps "regusted," as Andy would say it. Not so with the writer. He remembers his dad remarking time and time again that one of the greatest unions that ever existed came into being due to a depression. But "in those days" they did not wait for it to come to them. They went out and brought home the bacon. So, likewise, you Brothers who feel that way, go home and change shirts and come back stronger than ever. We can do it.

At our meetings, and I suppose that is the case in general, we see almost continually the same faces—the loyal 5 per cent, doing the business for the other 95 per cent, constantly watching the interests of all. And yet, we have those who are constantly offering criticism, sometimes destructive, "gang so-and-so are running the local." Well, boys, those of you who feel that way should at this time make a New Year's resolution—Resolved, That in the future I am going to attend meetings to see what it is all about. Thank you! We, the loyal 5 per cent, wish to state at this time that unless you give us your assistance, we are going to "run" the local in what we consider the best interests of all concerned irrespective of all the criticisms you may have to offer on the "job."

The year ahead of us has a lot in store for all of us who work on railroads. Right now, at this writing, there is on foot a consolidation of a great many railroads into four large trunk systems. What does that mean to you? Better inquire. The only irrefutable agency that will do all in its power to protect your interest is your union. Come along, you who sit on the fence, join us so that we can present a united front for our interests. Come ride with us and let our train lead you through the dark clouds that at present envelop you to that light which only your organization can brighten for you.

Our new constitution is now in effect. Some of us are not perhaps as well satisfied as we would like to be; however, it was so ordained by a large majority of our membership, including our local. Majority rules, so, therefore, let us go along with it in the spirit that it is the will of the majority and abide by its contents. If a change is desired let us use the rules therein provided for making those changes—let us not become so subservient for our selfish interests that we lose sight of the majority's interests.

As we understand the situation, Brother Westgard, our general chairman, is doing some wonderful work in organizing the electricians on one of our eastern roads; likewise the other representatives on railroads are doing a great piece of work. Let us hope that they will be successful in lining the boys up 100 per cent, for it is only through a 100 per cent organization that we will be able to gain our desired ends.

In conclusion, permit us to say to you, who may be presented with an application to join us, study it carefully, analyze it carefully, and when you have done that, you no doubt will come to the conclusion that you had better join in with us. You will also find that the profits derived from being a member are the greatest single piece of benefit that can be had from any form of investment. We who are organized on the railroads speak to you in earnest sincerity. You who sit on the fence, make that jump towards us, and we are sure that if given earnest consideration you will never live to regret it.

A. M. CORAZZA.

#### L. U. NO. 226, TOPEKA, KANS.

Editor:

This is the first time in the history of Kansas, I believe, when all branches of labor, including the farm organization, as united in getting better labor laws.

All the different crafts, including the State A. F. of L., the State Carpenters, the State Brick Masons, the Miners, the farmers and the four Brotherhoods' legislative committees, are united in a strong organization and have a regular room furnished them by courtesy of the governor at the state house. If we don't get results this year we never will.

We wish to thank the locals over the state for their co-operation in putting our bill across. Whether it passes or not we will have done our best. And after all it isn't Local Union No. 226's fight any more than the rest of the state's.

Only one local sent us any complaint and they kicked on paying something for protection. Is it any wonder they have no wage scale in that town? We don't get anything that we don't pay for in this world. And if we aren't willing to invest a little in our job or union it may decide whether our job or union will amount to much. No one in this world will feel called upon to help somebody who won't help himself.

J. R. WOODHULL.

#### L. U. NO. 230, VICTORIA, B. C.

Editor:

The Vancouver Daily Sun, a paper whose broad, clear-cut views on labor questions have won for it a very large circulation, especially among the laboring class, has this to say in an article written by one of their staff—R. D. Bouchette.

He says in part regarding the "Buy now slogan", which has been advanced among other schemes to help end the present depression:

"We are urged to 'Buy now'. All over Canada and the United States the popular press has been exhorting us to take our spare dollars out of chancery and to put them to work. Internationally circulated magazines have been printing little 'Buy now' slogans throughout their pages.

"I have no complaint against the movement, even though its chief beneficiaries are the big advertisers, who probably inspired the idea in the first place.

"But I would suggest that the simplest means of persuading the consumer to 'Buy now' is to give him money with which to do the buying.

"He can hardly be blamed for hoarding a portion of his earnings when he is confronted with the possibility of either losing his job or working for reduced pay.

"If capital is prepared to make sacrifices to restore public confidence, capital can quickly end this depression. We are told that a decline in buying power is the main trouble. Why not then increase wages generally? The desire to spend will do the rest."

Mr. Bouchette goes on to say:

"In theory, of course, this suggestion is impracticable. Any economist could show you that it is—to use the timeworn expression—fundamentally unsound.

"This is because we have been taught to believe as a cardinal truth, that capital must not be hampered. If you examine this shibboleth without prejudice I think you will conclude that it is another way of saying that the consumer must hold the bag.

"Another obvious reason against such a proposal is that we are prone to divorce the personal element from economics. We say that capital must not suffer because we consider capital as an idea. We overlook the

fact that capital's constituents are a number of individuals who have acquired a lot of money. In other words, we forget that although it would work hardships upon a business to increase wages when it was already losing money, it would be no hardship at all upon the individual or group who controlled that business. Good times have enabled these men to build up a reserve of wealth."

Since my last letter the line gang's bowling team has gone from bad to worse so I have made up my mind to step in and take control of their training. I have already wired Major Hoople to come and act as assistant trainer. In future the team must abstain from all spirituous liquor and cut out smoking either their own or other people's tobacco. I propose a strict diet of dried apples and beans with one bucket of water a day allowed to each one. Further they must each retire to a padded cell promptly at 9 o'clock each night except when bowling. I have no doubt that if my orders are implicitly obeyed that the team will be the outstanding feature at the next Olympic Games.

"SHAPPIE."

#### L. U. NO. 262, PLAINFIELD, N. J.

Editor:

The JOURNAL has not received any news from Local No. 262 for the past few months. I'm sorry to say, but I'll try to do my best this month to bring our average up to where it should be—among the headlines who write such wonderful news of what is going on and taking place in other locals in different cities.

Well, we just held our first December meeting and a good crowd was on hand—the same old bunch of fellows that attend all the meetings. You know that you'll always find a lot of boys staying home on the cold December nights hugging their old fire pots, or what have you!

I have not the slightest idea who asked the question why the press secretary has not had any news in the WORKER. "Well, where's George Jackson?" some one asked. "Oh! Oh! Not here tonight! Well, sorry, we'll have to put someone else in his place." Poor George fell down on the job and the old saying, "Let George do it," could not apply here.

Our worthy president, "Big Boy" Bill Shaffer, asked different ones to take the press secretary's job, but it seemed no one liked to tackle it. Well, to make a long story short, Bill asked me to tackle it. So, I'll do my best to have a line or two in every month.

Well, to start with, things are darn tight here—what I mean. We have over half our local working for "Street and Walker"—a fine concern to work for. We wear out shoe leather hunting for a job. The other half are working a couple days out of each week. Sorry to think of Christmas right on top of us with work the way it is around here.

It doesn't look as if there were going to be many of the boys eating turkeys on the big day which each one of us looks forward to. The way this old world of ours is at the present time, I guess we'll have to grin and bear it. We are trying to arrange some kind of a way to relieve the unemployment situation in our local. It just seems the bottom has fallen out in our line of work. Well, here's hoping the new year will bring forth good tidings for all of us throughout the country.

Well, getting back to the press secretary job, it is one in which a fellow can say what he likes about the other fellows and they have to like it. So here goes. I don't know if George Jackson said anything about a Brother De Witt Van Nest. Well, he tripped as some of the rest of us did and took unto himself a wife. I heard he's staying home



pretty close nights to help with the home work. Oh! Oh! You are all wrong, boys. I just heard some one say, "Why, his wife is a school teacher!" I wonder if DeWitt has won any more of those "head and feet but bodiless" turkeys that the public service boys gave out last Christmas.

Yes, and we have Andy with us, also. He has been running duck lines on a job so long that we have had to change his nickname, "Shrimp," to our own little "Duckie Wuckie" Western, and he has to like it.

I almost forgot to tell you we have a real sport in our local and he's a Scotchman at that. Well, the sport is Bob Cartwright. He took all the boys who attended a meeting at the Trenton local to a swell dinner. Some class to the boy. I'll say that he was very willing to pay. But that isn't all. The Scotchman put the bill on the floor at our last meeting for the local to foot. Well, he's as bad as the Scotch father who said to his son, whom he took for a walk one day: "Son, what shoes have you on?" The boy replied, "My new ones, father." "Then you had better take longer steps."

JACK B. PATTERSON.

#### L. U. NO. 292, MINNEAPOLIS, MINN.

Editor:

More than a year has flown away on the stream of time since the dread specter of ever-increasing unemployment gave warning of its devastating approach. Then it hovered like a dark and threatening storm cloud on our industrial horizon. Today the monster is with us, in our midst, like some vast horrible parasite, sapping the energy and strength from our industrial, commercial and economic life, and leaving in its wake industrial depression, business failures, broken homes, ruined lives, crime, starvation and death. Could humanity be afflicted with a greater calamity? Could a nation face a more serious crisis?

For generations we have sat quietly by and watched unmoved our mechanical and industrial development out-distance our social, moral and political development by centuries, drugged into a dangerous complacency by our asinine worship and reverence for material progress at the expense of human values. Nay, worse! In our blind devotion to these false gods we have permitted the high priests of the existing industrial order to control and manipulate the agencies of publicity and education in such a way that the very capacity for thought beyond the confines of the present system is almost completely stifled and we are raising up generation after generation who, on account of their traditions, their training and their education, are inadequately equipped to deal with these vital problems that arise out of the complexity of our modern civilization in a manner adequate to their solution.

We must not lay the responsibility of the fiasco of the past year's activities, or lack of activities, in the attempt at combatting the unemployment menace upon individuals. The deplorable spectacle which would have been ludicrous had it not been so disgusting, of futile investigations, of abortive conferences of bombastic promises and speech making, of demagoguery, of buck-passing, of procrastination and the conspicuous lack of intelligent, constructive and effective action, are all a natural outcome of the natural development of the heritage handed down by the existing social order. We are all what we are as products of our environment influenced by our heredity and governed by circumstances. These are well known biological and psychological facts and must be taken into consideration in any discussion of any phase of the question of man as the arbiter of his own destiny.

Before any proper or adequate solution of any problem of such wide reaching significance can be attempted, it would seem that some attention should be given to a careful study and searching analysis of the conditions and causes that have been at work to produce such a state of affairs. The maintenance of the health of the body social is not drastically different in method from the maintenance of the physical health of the community and the most effective move along that line is to eradicate the cause. The natural inference to be drawn from the above being that the proper way to cure the unemployment disease is to eradicate the cause. Sounds easy, but is it?

Before any move can be made to eradicate the cause of unemployment, we must have a clear and accurate knowledge of what that cause is, of why it exists, of how it came to exist and of the extent and source of any opposition that we are likely to encounter in our efforts at its abatement.

A careful and comprehensive analysis of these matters forms a subject too vast for treatment here and, while I may have something to say along this line at some future date, lack of space forbids my going into the matter at this time. I will say, however, that a complete and adequate abolition or neutralization of the causes of unemployment would require such drastic rearrangements, changes and readjustments in our industrial, social and economic life that they would be revolutionary in their nature and universal in their extent. They would affect the whole world and make it different.

Such far-reaching and drastic changes can only come about in one of two ways: Either by the ruthless forcing of it by a relentless dictatorship or, by the long, slow process of educating the people up to it. Which will you have? The alternative is the wreck of our modern civilization, possibly chaos.

W. WAPLES.

#### L. U. NO. 295, LITTLE ROCK, ARK.

Editor:

I am reminded of the introduction of L. U. No. 1154, Santa Monica, Calif., as saying, "A few words from the land of lemons, prunes and nuts, as we promenade up and down the silvery shores of the mighty Pacific." I did not know that fruits could walk, but surely they can—Ann Howe! Another from L. U. No. 700, Miami, Ariz., that said, "Just a few lines from the baby local in the baby state." Good luck, L. U. No. 700, you will grow up some day!

Hurrah for L. U. No. 193, Springfield, Ill. A ringer! That's the stuff, Brother Huse! But I believe the writers would write more if the readers would read more and let themselves be known. Don't get discouraged, old top. I am for you. Maybe, if you try burning them up, they will be back, and that's something. I will suggest you try No. 212, Cincinnati's stunt—put their mugs in the JOURNAL. Can you imagine a camera facing a bunch of narrow backs? I understand that camera is along side the Spirit of St. Louis; rewarded for its attempt. No hard feelings, No. 212. Nice bunch; worth while, Brother Huse. A ringer is a ringer and I will watch for you.

Did you read the bad time story about the hickey, by Bill? L. U. No. 212, you are right. Bill, the hickey is a godsend to our trade, for it is like so much poison to many of our war made mechanics and crockery is their limit.

L. U. No. 28, Baltimore, your first paragraph is very complete. We are in the same way. I would like to add the word "please" to your sentence that reads thus: "Brother Editor, kindly see to it that receiving our copy of the JOURNAL is adjusted, and thanks in advance."

I would tell you something about our conditions here but we haven't any. And our welcome to all at this time is, come after breakfast, bring your lunch, and leave before supper. We are hard hit but our few members are real and genuine. This is a mixed local.

WILL I. DOO.

#### L. U. NO. 306, AKRON, OHIO

Editor:

Let us pause to listen to the words of John Ruskin: "When we build, let us think that we build forever. Let it not be for the present delight nor for present use alone. Let it be such work as our descendants will thank us for; and let us think, as we lay stone on stone, that a time is to come when those stones will be held sacred because our hands have touched them; and that men will say, as they look upon the labor and wrought substance of them, 'See! This our father did for us.'"

And yet how many of the Brothers have listened to those words, banding them together, creating that Brotherhood of man, that knowledge that there is a Brother to whom you may pour out your heart; upon whose confidence and valor you can safely trust? Yes, you are a member of that organization that renders help when help is needed. Not charity. No; for we do not permit that word to be used in its work of succor to its companions, whether the distress be that of misfortune, illness or death. The help is a right which belongs to every true member of the I. B. E. W.

And, of course, a great many of our members do forget—drift away, go from one city to another, only to land in what is known in our city as the Electrical League. They make the bold statement that we are a gang of racketeers, gunmen, thieves and dumb bells; that we do not belong in Akron; "Go back where you came from; your place is in jail." Still our records show some of these men have been fined, while others never were members, because it takes from 60 to 90 days to be taught electricity. Their price a year ago to a member in distress was to surrender his license, and then they could go and work for one of the other Brother contractors who was a little more fortunate. As a result our city of opportunity was flooded with contractors taking the tools up against the workmen.

Do not misunderstand me, Brothers, when I say that all those who have not surrendered that license are loafing today. They are not. The big Brother contractor has little baby contractor for a helper.

Now to be fair and just to the league: First, they have men who will tell the truth—such as, "I do run an open shop. What of it?"

Second, they have men who run up and down the main street telling that there is no local here, or it ain't worth a dime.

Third, then they have the big boy who hires members of the league until an out-of-town contractor comes to our city. Then big boy sends for our business agent, telling him he is very much in favor of a closed shop. Sign up just a couple of my men.

And they tell us now the reason why we are loafing is because we carry a card. And do they promise to care for the sick and injured, feed the hungry, bury the dead, and in general relieve distress? No.

Should you fall from that ladder, do they promise the widow and orphans \$1,000? No. But they will pay 60 cents per hour and get all the hours you want.

How about the old age pension? Ha, ha! Do they say, as I have quoted, "See, this our father did for us"? No, but they do



say, "What's the matter? Step on it!" Do they call L. U. No. 306 and ask for a helper? No, get the first poor devil who comes along, at 25 cents per hour.

Then, as Coyne says, "Amazingly easy way to get into electricity—learn by actual work in 90 days." Why, they are of the opinion that co-operation means defeat for all. They do not take examples of towns that are making headway in the electrical industry. But they are of the opinion that the electrical workers organization is a group of men banded together to tear down the electrical industry.

I know it is hardly conceivable for the average person to realize a city the size of Akron with some 170 licensed electrical contractors, with one as a leader who has never been a contractor, telling them how to run their business. It's as a Brother once said, just like an old maid telling a mother how to raise her children. We have talked with contractor representatives on several occasions in regard to a closer affiliation of our organization, and on each occasion met with those who never had any dealings with a labor organization, but who would admit they knew nothing of their way of doing business. Yet having a set or closed mind refused to be shown, wrong as they are with the contractors in as pitiful condition as they are in this town.

Can you picture a contractor bidding on a job not knowing whether his competitor is going to pay 60 cents or \$1.10 per hour? Now that is the condition that really exists here. Why, one contractor made a remark to one of our members that his men came to him and told him to get a certain school job here—even if he had to cut wages 35 cents on the hour. Yet this contractor's association would have you believe they are one big, happy family—which everyone knows is boloney, without harmony existing between employer and employee.

Even our International Vice President tried, through an International Organizer, to have a roundtable discussion with them—but they were not interested enough in their own industry to discuss the matter. Some even said they didn't need anybody to tell them how to run their business.

THE SHADOW.

#### L. U. NO. 308, ST. PETERSBURG, FLA.

Editor:

I wish at this time when there are so many difficult problems to solve, to appeal to the woman who is rearing her family on limited means. Be not disheartened with your task if you cannot afford the movies or the filling stations. Look about you and see if you do not find something you can rest on without money and without price. Show the children the many things that may be had by exercising their brains and muscles.

The woman who understands all the responsibilities and wonderful opportunities that are implied in being a wife, mother and home-maker, knows that it is not one job, but a bundle of professions. It is a career to which she cannot come too well prepared and one which she can go on studying for the rest of her life. She must or at least should understand how it should be done, how to plan meals that will keep her family in good health. What is more important than that?

Mrs. Thomas Edison says her job is Thomas Edison and their children. She announced as much in resigning an important national office. I have always felt, if I was distributing medals for great and unusual heroism, I should pin them on the breasts of the wives of poor families.

Times have changed, but the search still goes on for the individual man or woman who

puts duty first, ahead of every consideration, and who brings to the performance of an allotted task all the energy, interest and wisdom he or she is capable of; who thinks far more of the service they have been chosen to give than of the stipend they will receive for giving it.

The "magic" home is hard to define. It is an excellent plan to look at the most familiar things from a new angle once in a while, to look up every event in life as an opportunity. This is the attitude of mind that turns despair into hope, banishes fear and brings repose; removes unwholesome longings and gives us calm content, dissipates the shadows of dread and vague apprehension.

Now I will come back to earth again. The value of the group plan of life insurance in times of depression is strikingly shown in figures just issued by Vice President B. A. Page, of the Travelers Insurance Company, who points out that the families of more than 61,000 American workmen will receive this year (1930) more than \$90,000,000 as benefits under the form of insurance. Payments of benefits come through the death by disease and accident. These figures speak for themselves.

THE WOODCHOPPER.

#### L. U. NO. 325, BINGHAMTON, N. Y.

Editor:

Well, I have been appointed by Local No. 325 as press correspondent, so it's up to me to see that the JOURNAL has a space in it which is occupied by local news from this locality.

Things around here are a little slow, but just at this time Local No. 325 is holding her own; I believe it's because of our good president and so-called business manager, as well as our other officers.

We are going to have a new blackboard which will be used at each meeting for the development of better electricians. We feel that we have some mighty fine workmen. Take Bud Fisher who has carried the telephone job here for over a year, and boy how he can operate those relays! And there's Charles Davis, my what a thinker he is! He thinks so fast that when he starts to talk, he gets so far ahead of himself that he meets himself coming back. Well, all the boys are good fellows, but, of course, no two are alike.

E. SPRINGER.

#### L. U. NO. 329, SHREVEPORT, LA.

Editor:

Well, boys, things are pretty quiet here, but we are getting along. We are working five days a week during this depression. This move was put into effect by the company—Southwestern Gas and Electric Company. All the Brothers hope we will remain on five days a week. The depression has hit all of us hard. A year ago we had 21 to 25 linemen for the light company. At present we have only 12 linemen working for them.

The linemen and trouble men here for the light company are 100 per cent organized and about three-fourths of the meter department. We are going right along as we have two foremen organized. Some of the boys will know them—Red Carroll and Frank (Buck) Smith. A while back, Fred Fort came into our organization. He is a meter man and I mean a good one. He was hooked up with the navy a while as radio operator and you know those boys are all o. k. But now he has hooked up with another party—a wife.

Well, boys, as you know, H. T. Robinson has been our president for two years and he surely makes us a good one. He puts all efforts to Local No. 329.

And one more I want to tell you about, our business agent, K. D. Hardins. He is also a hard working member. He also gets damp under the arms these warm days mak-

ing up guys around Red Carroll's truck.

In fact, we have a good bunch of members and you will get acquainted with all of them if they leave me as press secretary.

I must close for this time, but if you are looking for work don't come to Shreveport, unless you have a lot of money and want to go fishing.

ROBERT C. HORN.

#### L. U. NO. 352, LANSING, MICH.

Editor:

Another month has rolled around and there is not much change; just nice weather, and the same few attending meetings.

Everybody is interested enough to turn out for daily work, but some are not interested enough to attend meetings, too.

Fishing and blueprints of fish shanties are main topics by the way of diversion. It won't be long now, I suppose, until it will be gardens. I sure hope some are beer gardens.

I just got hold of an article stating that a suburb of Detroit with a municipal plant has turned a large surplus back to juice users, as they had such a large surplus. They use Local No. 17, of Detroit, labor, but have never heard of any outfit not using union labor having such large surplus, so it shows what organization will do, both for employee and employer.

VERNON BUMFORD.

#### L. U. NO. 353, TORONTO, ONT., CAN.

Editor:

It is true that we have about 75 high class mechanics out of work, and that no big buildings have been started to make prospects any better, but we are receiving co-operation from a number of the contractors, and the work is being done in shifts by means of which we hope to keep every one from too great an inconvenience. All the good contractors are operating on a 40-hour pay week. That is if anyone has overtime he finishes his week's activities when he draws 40-hours' pay.

Then the Canadian Comstock Company, thanks mainly to Mr. Rathgeb, has empowered its foremen to co-operate with the union in any reasonable relief measure, and up to the present Ab Accomore and Harry Wilson have come through like true followers of Sam Gompers.

Each of these men has picked a crew of key men to provide the background of his staff, and the rest are worked in shifts and the idea is going over big. Instead of one man working three weeks and two others being laid off the same length of time, they three now get a week apiece and all are quite content.

We had a raise due on the first of June, but at the request of the contractors have extended our agreement for another year and will carry on at \$1.25 per hour until June 1, 1932.

In return the contractors have come through with a five-day week and double time for all overtime after June 1, 1931. Not much, sez you, but something anyway.

Am writing this letter while at the Lincoln Hotel in New York and just outside the window I can see two fair-sized buildings in the course of construction. Wish it were 200 and then perhaps we could loan you a few good men, L. U. No. 3.

We in Toronto are watching the various letters in reference to the coming convention. Let us repeat again that we will be glad to have you if you decide to come, but would rather have the president postpone it for two years than to have it be a failure and subject the Brotherhood to the ridicule of rival organizations. Good-bye, everybody.

F. J. SELKE.



**L. U. NO. 392, TROY, N. Y.**

Editor:

I have written in previous letters to the WORKER concerning the machine age. The machine is rapidly cutting into labor and using up man power. The December issue has an article, on page 678, relating to the same under the title "Machines Affect Labor Relations in Building Trades." My object right along has been to interest the Brothers for their own interests to secure a license to control our work, not to let the handy man step in and do our work. Not alone does he do our work but he does painting, carpentering, plumbing, etc. That man we do not reach and as long as he is unmolested he will continue to carry on.

At the last general election we were fortunate in having representatives favorable to labor selected to represent the people at Washington and in the state legislatures. They, in the pre-election speeches, proclaimed their loyalty to labor. Now if they are sincere we have our opportunity. The people protested and showed that they could handle the helm and sent to their legislatures and the Representatives to Congress. Now whilst the iron is hot it is the time to strike and we never had a better opportunity than at the present time. So let us all put our shoulder to the wheel. Talk it up among yourselves. The sooner we obtain the license the easier it will be. If the Brothers would only think. Let them look back, we will say, 10 years. See how conditions have changed. The trouble we most all have is that we don't look at conditions as they are. If some of the Brothers are secure in their positions and have steady work, they forget all about the other fellow. But the wheel turns and the shoe is on the other foot, then he starts to whine and complain, not realizing that he must be looking out for his and his Brother's interests at all times.

Then again the Brothers want to discard those outlet guns. Do away with the auto during working hours, shooting from one job to another whilst the unfortunate Brother who has no car pounds the pavements because the boss favors the man with the car. We ban the use of the auto during the hours from 8 a. m. to 5 p. m. in our local union. And some of the Brothers found out to their sorrow that it did not pay. And again no Brother is allowed at any time to carry any material in his car. We have tried to make conditions locally favorable to all men. Human nature is peculiar. No matter how considerate we feel towards everyone, there is always a disgruntled one. So in the matter of good judgment and common sense, if the majority rules, the minority must abide or suffer the consequences. Good judgment, common sense and fair play to all should predominate.

I hope to see the day when the men will be more loyal to one another and show less of the ill feeling that is bound to exist where cliques form. When such conditions exist, drastic measures should be brought to bear upon the guilty. I am not referring to local conditions, as we are traveling pretty smoothly at present, due to the proper handling of cases that are brought up. We have had such conditions on some occasions but the guilty paid for their wiles. I am speaking as a unit for all the Brothers.

In one of my previous letters I wanted to hear from some of the press secretaries of Massachusetts how the license system works in their commonwealth. Maybe some of the Brothers do not read the WORKER. If perchance any member of the locals of that state reads my communication, would he drop a line telling of the good it has done? Address, Labor Temple, 59 Congress St., Troy, N. Y.

Conditions have not improved any in this locality yet. Nothing big going on and very little of the small jobs hereabouts. Some of the boys are faring well but others are not. We don't know what the future will bring but we live in hopes the same as our Brothers throughout the country. The boys are all sticking, too, under the adverse conditions, though it has been trying at times. The unemployment organizations did not set anything on fire. Here a few were offered jobs at very meagre compensation, 25 cents an hour doing chores around tenements, and the like. The holidays are over now and the hardest part of the winter is in the coming, so we will have to take it as it will be. All we can do is hope for the best.

Local No. 392 is in favor of cancelling the next International convention and voted unanimously to go on record as offering a resolution for a referendum vote to omit the next International convention and use the money that would be expended for organization where most needed. JOHN J. SHEEHAN.

**L. U. NO. 406, STRATFORD, ONT., CAN.**

Editor:

Attendance at our local union meetings is a necessity if progress is to be recorded for 1931. Our December meeting was an excellent one. The attendance was good and members expressed their views in no uncertain manner with regard to our local union by-laws. The discussion on the clause dealing with dues was of especial interest and was of a very healthy character.

It was found necessary as a result of pending formation of the railroad council to increase our dues to \$3.50 a month. Several members felt that in view of the reductions in income of our members as a result of short hours, the time had come for a halt to be called in the increases in dues. The view was also expressed that the increases in dues would not be so objectionable if proof were forthcoming that the members were going to benefit by them. It is my opinion that events which have occurred since that view was expressed have provided that proof, right on our own system.

The year 1930 closed with a call for a further reduction in expenses on the C. N. R. and resulted in a lengthening of the Christmas and New Year holidays by three days.

The desire of the management was for a shut down from Christmas to the New Year. As a result of negotiations between the men's representatives and the management, a compromise was effected which resulted in a loss of three days instead of six. This represents an \$18 saving of wages to each of our members, which will pay for the 50-cent increase in dues for 36 months.

Of course, I realize that some of our members will not accept this line of reasoning, but my experience of employers' dealings with unorganized or badly organized workers is such that I attribute the results to organization and collective bargaining.

A grievance of one of our apprentice members was handled satisfactorily with the help of our general chairman, Brother McEwan.

After a strenuous campaign the local trades and labor council failed to get any of their four candidates elected to municipal office. The results, however, show considerable progress over those of last year and if such progress is maintained our efforts in the next campaign will meet with greater

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success. The candidate for Public Utilities Commission was our own Brother McIntyre, who put up a splendid showing against the two retiring members. Let us all remember that our successes and failures should at all times be regarded as stepping stones to greater things. K. COCKBURN.

**L. U. NO. 409, WINNIPEG, MAN., CAN.**

Editor:

It is to be noted that more money was raised for charitable purposes during the last Christmas season than on many previous occasions despite the so-called hard times, which shows that by appeal in the proper direction, if made strong enough, the string can be unloosened from the bank-roll of "them that have".

If the advocates of the "spend more" program are successful in future appeals which are to be seen in the press and billboard alike, it will undoubtedly reflect upon the railway worker, as well as other crafts, in the handling of more passenger equipment, etc.

The money is in the country; it just needs loosening up.

My point in this argument is that we must look to 1931 with brighter hopes, as by efforts, not only monetary, but determination, and will power—which latter two the worker can contribute his share—we can face the future with less apprehension than we left behind us in the past year.

Our Local Union No. 409 is doing good business and is looking to a continuance of same for 1931.

At the last meeting, January 8, after the usual order of business the various committees were appointed for the ensuing year.

In my last letter I inadvertently made an error which I would like corrected in this issue, re Brother McIntosh and his activities. It appeared in the JOURNAL thus: "He is working at present in Vancouver, and I hear he is making great progress." Calgary should have been the place in question. The workers of Vancouver concerned will be after my hide, so I hasten to make my correction. I'm glad for one thing, that Vancouver is 1,500 miles from Winnipeg just now.

R. GANT.

**L. U. NO. 500, SAN ANTONIO, TEX.**

Editor:

I am not going to dwell on unemployment existing here because I am sure conditions are identical over the entire country. Members of L. U. No. 500 have been doing their little bit to try to offset the lack of Christmas for some of the needy, but to an honest worker anything that might be construed as charity is a rather doubtful blessing. The Brothers who are working have as a whole enough relatives out of work to tax them to the limit, so necessities and no luxuries are the order of the day.

But in looking a bit beyond the present we can see a ray of hope. The ballot as a weapon for good is recognized more fully by workers from year to year and each election adds some liberal minded men to our government. All through history we find that to bring about some much needed reform or change certain people must suffer to bring the lesson home to them before action would start in earnest.

Who knows but what this last year has taught the average person enough to make them a more formidable force in elections to come and cause them to cast their ballot to the best interest of the greatest number of people rather than to the interest of a greedy, but powerful few. In labor movements of the past the lack of education has



been somewhat of a draw back, but in the bread lines of the last few months there have been some college men present and when there is enough overflow from our seats of learning unable to find places of advantage with corporations, the tide will take a decided turn for the better, for their trained minds will be working for a common interest created by necessity.

WM. CARLSON.

P. S.: Thanks to Brother DeHart, L. U. No. 60, for his compliment to our officers in the JOURNAL.

#### L. U. NO. 502, SAINT JOHN, N. B.

Editor:

Yes, December and January have taken the road to oblivion, taking with them the joys and sorrows which travel hand in hand with all of us mortals. The year 1930 is now a dead issue and so let it be. But the New Year is a live issue and let us start it right by taking a big sponge dripping with the clear water of forgiveness and wiping the slates of our hearts clean!

That is what Local Union 502 is striving to do. Forgive and forget those who have endeavored to hold us back. We will do our utmost to enlighten those who do not understand the ideals of the Brotherhood of Electrical Workers throughout this continent. May our task not be in vain!

At the time of writing we are making a splendid drive to bring all the "holdouts" under our banner. We are meeting with lots of opposition but we have a splendid bunch of boys, with a wonderful motto—"Never say die". And that's that!

It was with much regret that I learned of Brother Everett Clarke's misfortune sustained whilst working on the police signal system. He had the misfortune to be injured but I am glad to relate that he has now fully recovered from his recent mishap, evidenced by a new arrival in the Clarke homestead. Apparently hard times have no terrors for our Brother, and so congratulations, Brother and friend! Keep up the good work!

The foregoing, Mr. Editor, is all from this scribe at this time, although, before closing, I should like to make a slight correction regarding my last article. The picture accompanying the article was a view of the General Public Hospital, Saint John, N. B., and not of Montreal. This error left me open to considerable criticism at our last meeting, as the boys seem to want it to be known that there is such a spot as Saint John on the map! Very good, Brothers. We'll tell the world there is!

ROBERT F. JONES.

#### L. U. NO. 514, DETROIT, MICH.

Editor:

We wonder how many of the boys can say, and say it honestly, that they have read their new I. B. E. W. constitution? We can honestly say that the officers are working on it, and not merely talking, arguing or debating on it, but getting real action. By this we mean, for example: read Article XVIII in the constitution and see for yourself.

The executive boards of L. U. No. 58 and No. 514 have already started to negotiate for the amalgamation and we shall hear more of this at a later date as developments mature day by day. This, as we all know, is a request from President Broach, and after all we agree it is for the best.

Work has been coming along very slow but the future looks fair, at least we hope so. And we should make mention at this time that the employer has agreed to a three-day-a-week proposition in order to

give all or as many as possible work. In other words, split up the time. This is only fair, but if the men will help in this matter and give the other fellow a break and not hog it all for me, myself and I, but give the other some time so we can all at least eat and keep warm. Oh, yes; we can write a book on this, about giving the other fellow a chance, but first the principles of man must be developed. Believe it or not!

The writeup of Brother Knot, of L. U. No. 9, in the November issue, was very interesting and we agree with him and concur with the remarks about the convention. The article was very good and you should not let 16 years go by again and not write.

The "Comment" in the WORKER each month by Brother Broach is very interesting, in fact, it's the first thing we turn to when the magazine comes, and we hope he will continue to write, for in his writing common sense predominates. Fellowship of thought is there. Leadership is a factor, and we want to go down the line with him. One for all and all for one. We are going with him.

LOUIS FUNK.

#### L. U. NO. 567, PORTLAND, MAINE

Editor:

Scouting the meeting Friday night with a nose for news, but was rewarded with nothing flat for my effort, but with conditions so severe it is not surprising that Local No. 567 can offer nothing that will startle the electrical world.

One matter of perhaps major importance at least to our membership was the reading of the report of the auditor relative to our financial condition, stressing the fact of its excellence and complimenting the officers who assisted him.

This, however, does not indicate prosperity to our membership, since we have been to much experiment and more expense the last few years attempting to finance a large hall, ante-rooms and sub-let tenants and controlled to considerable extent in the winter time by the yawning maw of a furnace ogre down cellar that Brother Smith never could get the best of.

The hall manager, hall committees and trustees labored long and sometimes thanklessly since they did not get full co-operation from the members, many openly claiming the proposition a white elephant and sticking to their stories right through. Locals whom we confidently expected to line up as tenants, for various and sundry reasons failed to materialize and we had to juggle the elephant considerable to keep him from tracking red ink all over the records. But he's gone wherever elephants go, as also are some of our rather elaborate chairs, tables, and furnishings that have been disposed of to good advantage that helped to swell our depleted treasury and there are few regrets among the pros, cons or antis.

We are still in the throes of revising our by-laws, the last matter being cleaned up tonight relative to the weekly time report cards that some of the Brothers fought shy of and refused to consider as of any benefit to anybody. But everything got through all shipshape and they will be forwarded to the International Office for approval. Hope they don't start as many arguments there as they did in securing our approval.

M. M. MCKENNEY.

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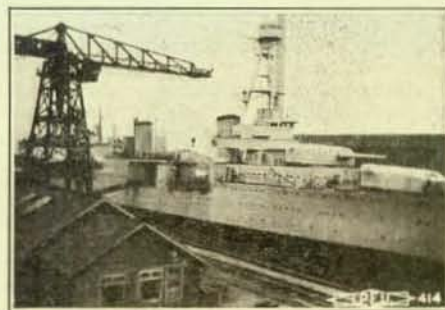
#### L. U. NO. 574, BREMERTON, WASH.

Editor:

January 15, 1931, marked the commissioning of the U. S. S. Louisville. The ceremony was broadcast by radio over a nationwide hookup. The electrical installation on this ship was made by the members of Local No. 574, I. B. E. W.

This installation covers very near every phase of electrical industry, namely, automatic telephones, radio, talkie movies, 33 various systems of communication, modern fire control equipment, searchlights, gyro compass equipment, A. C. and D. C. power equipment.

It was completed before contract time and complimented by yard officials as to workmanship and efficiency. There were 75 electricians employed in making the installation.



MODERN BATTLESHIP IS AN ARSENAL OF ELECTRICAL ENERGY

The Navy Yard electrician's work covers a broad field and due to the ever-changing character of work requires that they keep up with the advances in design of modern apparatus.

The majority of members in Local Union No. 574 are Navy Yard workmen who are organized because of their union ideals and beliefs.

Inclosed you will find a picture of the ship under construction.

W. O. HESSELER.

#### L. U. NO. 584, TULSA, OKLA.

Editor:

During the month of November this local held the largest initiation in its history. Approximately 40 candidates, including yours truly, journeyed across the hot mats for the first time. It was the first social event held by this local for some time, and it did a great deal toward establishing a closer fellowship with our Brother workers, especially some new members who were recently taken into our organization. Refreshments consisted of hot dogs and punch (punch very refreshing). Several of the contractors attended and every one had a nice time.

Last spring Tulsa had a city election and organized labor was instrumental in electing the present mayor and board of commissioners. I am very glad to report that they are backing up the inspectors in the enforcement of the city ordinances, which has not always been the case in the past. An amendment has been added to the electrical ordinance. This amendment prohibits the use of knob and tube work inside the city limits. We consider this quite a step toward advancement for the city to take. Several contractors have been making a terrific fight to have the knob and tube brought back and got as far as the mayor and commission. They were to be given a hearing in open meeting but failed to show up. Several organizations appointed committees to make investigations. The report of the Chamber of Commerce



committee was a recommendation that the building ordinances be left as they are now. We feel that this is quite a victory for us. The majority of the public is satisfied to pay the increased cost of the installation of conduit for the added protection it gives. Of course, there are chronic belly achers who are always complaining, but who seldom get much attention. I might say here that the contractors kicking are the ones who build as cheaply as possible and sell as high as possible and care absolutely nothing for the safety of the public or to raise the standard of building.

This business depression also has handed us a terrific wallop during the past year. It looks pretty tough for the next three months. The bulk of the building here now is residences, and the same condition exists here in that class of construction as elsewhere, that in the past we have let it get away from us and now it is quite a problem to get much of it. I certainly agree with President Broach's ideas on residential and maintenance jobs. The sooner we all realize this condition and meet it, the better off all the local unions will be.

JOE LYNN.

#### L. U. NO. 585, EL PASO, TEX.

January 2, officers were installed: Brother John Sykes, president; Jack Burkholder, vice president; G. G. Yocum, financial secretary; R. Ullman, recording secretary; Bert Stevenson, treasurer; Charles Webb, first inspector; Carl Hudson, second inspector.

Well, Brothers, things are very quiet here and do not look for things to open up very soon. J. E. Morgan did some work around here the last few months, stringing wire, placing cable and boxes for the city fire alarm, and is figuring on some more jobs down the valley which surely help. We are trying to get a signed agreement with the contractors.

Brother J. R. Shakler came up to the hall on a recent Friday night with a bright and shining star on. I thought the place was pinched. Jerry is on police duty during the holidays. Brother Ullman spent a month up and around Kansas and said it was surely cold enough up there. Brother Stevenson was laid off from the light company about a month ago. Bert was burned a year ago last fall with 13,000 volts and has been in bad shape and I understand he has started suit for \$40,000.

JACK.

#### L. U. NO. 601, CHAMPAIGN AND URBANA, ILL.

The executive board refilled the office of president and vice president but the rest of the officers are the same. Work around here has been the worst in years. Conditions are pretty good but no work, the same as everywhere in the country. Our big State University of Illinois is not doing so much work this last year as in the past and now the government is going to move the flying field and the photograph school from Chanute Field, at Rantoul, Ill., and do not seem to want to spend the \$600,000 or \$700,000 to replace the wooden buildings there, and just Christmas night, one of the big hangars burned to the ground with quite a big loss to the field and radio school.

Work seems to look kind of bright here for this coming year, but do not know yet how good it will be. We surely hope that all of our members can be put to work and kept going all this year as they need the work and money.

O. L. WELCH,  
Recording Secretary.

#### L. U. NO. 617, SAN MATEO, CALIF.

Editor:

President Broach has said, in one of his editorials, "If one wants to find out how little he knows about a subject, try to write about it." In this case the task is even more complicated owing to the fact that we, too, to quote another correspondent, "have lost our typist by the matrimonial route," so must work this out on this old machine with our own awkward fingers. And now, having enumerated the obstacles, we will proceed to tell of conditions in these parts, and register a few complaints.

The last local election resulted in little change, and our officers are as follows: President, John Brown; vice president, Wilbur Horne; recording secretary and treasurer, Frank Bouret; financial secretary and business agent, Paul Hamilton; executive board, Harold Jackson, John Appleton, Frank White, Bouret and Horne.

Brother Brown is an ex-president of L. U. No. 413, Santa Barbara, and, just as soon as he was qualified, he was put to work here. Brother Brown presides over a snappy meeting, and all members know what that means to a local union in the way of encouraging attendance.

The year 1930 was good to us, all things taken into consideration. About 90 per cent of our members worked straight time, and the others getting in part time. At times we had more than we could do, and were enabled to give some work to our neighbors, L. U. No. 6 and No. 332. However, those happy days are behind us, and we have men out of work, plenty of them, too.

The question uppermost in all minds, as evinced by press and conversation, seems to be, "How long will the present depression continue?" In answer to the question, daily almost, representatives of big business break into public print with the statement that prosperity is just around the corner, and they throw in, just for good measure, the timely advice to every one to knuckle down to hard work as a sure remedy for existing conditions.

In their private affairs these same men are guided by cold figures. A well-known firm, which supplies business statistics and advice to business houses, recently supplied its clients with a report based upon a late survey, and the deduction was that business would return to normal in about five years, unless—nice Christian thought—"a war developed," which happy circumstance, they predicted, would hasten a return to normal.

We do not like to be pessimistic, but a little reasoning compels us to state that we do not believe that industry, under the present competitive economic system, will, at any time in the future, be able to employ all of the men who wish to work.

What of the workers who were dropped in the present crisis, and who have reached middle age? Corporations, with their deadline of 25 and 40 years will not employ them. Also, we might mention the man who is barred owing to the fact that he is a member of the labor union of his craft, and, what of the ever-increasing number of skilled mechanics who are being displaced by the machine?

We are told that men of the latter class will be absorbed by other industries, but facts do not substantiate the assertion; also, just to prove to the world that the displaced mechanic is at fault, we have the oft-repeated assertion that he is unemployed because he is unwilling to learn a new trade. In reply we inquire, "Where is the employer who will engage mature men as apprentices?"

It seems that our big business men, those

financial wizards who, we are told, know all things, cannot let well enough alone. When the worker has achieved a small degree of prosperity, the big business men inaugurate a round of speculation, over-capitalization, and issuing of worthless stock that soon brings down the roof, not only upon their heads, but upon the head of the worker who has no part in the game.

We believe that President Hoover was sincere when he expressed the desire to obliterate unemployment and poverty, but he will discover that he cannot accomplish that end with a system of distribution that has been rendered obsolete and unworkable by the introduction of labor-saving machinery, which, when operated by one-half of our adult population, is enabled to produce enough food and other necessary goods to provide for the wants of the entire population of our country.

Since science has shown the way in so many other lines of human endeavor, since we do not hesitate to apply it in full measure to the art of war, with which to destroy life and property, to spread misery and hatred—why not apply science to the problem of distribution in an attempt to preserve life and to create more wealth, to enhance the joy of living, and to bring about a genuine good will among men?

We do not believe that the fierce competition for the opportunity to earn a living brings out the best traits of the man. The modern mechanic is often placed in a most unfavorable light by comparing him with the artisan of three to seven centuries ago; it is said that "He has none of the artist in him," or that, "He sees, or puts no art in his work." However, we might remind the critics that the workman of the past, the "cathedral builder," had unlimited time for each detail of his work, and years in which to complete his churches. The present day workman must make haste; he hews just near enough to the line that his finished work will pass inspection, and should he tarry for a moment to put a little art in his work, he would find himself without a job.

The courts, and other authorities whose duty it is to enforce the law, and deal with criminals are alarmed at the great amount of crime being committed by the present generation. A system of distribution that would give every young man an opportunity to learn a trade, or profession which would provide steady and profitable employment throughout their lifetime would do much to remedy this condition.

Men engaged in interesting, profitable, and continuous employment do not become criminals.

The objection to the above is that any such plan would be paternalism, but we cannot find anything paternalistic in providing employment to men who devote their labor to producing necessities and comforts. Our own inside wiremen are a fair example, pulling their hearts out on a boring machine, or on a set of dies; also, the linemen, working up and down the poles all day, tapping and transferring live wires that carry the constant threat of death by electrocution. Providing employment to these men who, by arduous labor, bring to the homes of the many the greatest modern comfort, is not paternalism—rather we think that the shoe is on the other foot.

The problem of unemployment must be met eventually; why not now?

The correspondent writing from L. U. No. 226, is "all het up" over the fact that the President has not shortened hours, relieved unemployment, and restored conditions generally. The President, or any of his successors, will do all of those things, when—and not before—the mechanic, the white collar worker, and the farmer combine to



elect about 90 Senators and 300 Representatives to represent them at Washington, and direct, by proper legislation, the chief executive to do those very things.

The citizens mentioned above have ample power to do this, and there is no use in "passing the buck."

The correspondent writing from L. U. No. 53, in the December issue of the JOURNAL, in a well written article, calls attention to the need of an active labor party in this country. Future generations, more independent in thought, and unhampered by inherited inhibitions will support a labor party, and they will live happy, healthy lives in which unemployment and poverty will have no part, but our present day worker has more important things to think about—prohibition, for instance.

One feels rather timid about contributing to the JOURNAL, after reading the pithy editorials by Brother Broach. These contributions provide the only medium by which the Brothers in the west can become acquainted with our president and, judging from the comment that we hear, he and his writings have made a most favorable impression, not only among our own membership, but with officers and members of other organizations as well. Speaking for ourselves, they are most refreshing and at the same time about the only new and original thing that we have encountered in our 25 years of membership in the Brotherhood. We were impressed by his early disavowal of any allegiance to politicians. No doubt long years of unpleasant experience gave him the thought, "Democracy is all right if it works," and we liked that one, too.

Members of the Brotherhood, after reading his editorials, look to him for leadership and express the hope that, "He will do something" for the organization. However, they must bear in mind that there is little that he can do unless given the proper support. The only fault that we have to find with him is that he was about 20 years late in arriving, for in that time our organization has just about lost the work of the corporations of this coast, and lost it by sheer folly.

PAUL HAMILTON.

*Sorry to cut your interesting letter, but space is limited.*

#### L. U. NO. 632, ATLANTA, GA.

Editor:

Reading the contributions to the Brotherhood from the different locals of the I. B. E. W., we feel that we have not contributed news in the past, but for the year 1931 we are going to try to have something forthcoming each month, as we believe that conditions will be better and the spirit in the different locals will be revived again. Between the three locals that meet in the same building here in Atlanta we surely ought to cover the news for the JOURNAL.

E. J. POTTS.

#### L. U. NO. 678, HOBBS, N. MEX.

Editor:

Local Union No. 678, Hobbs, is still on the map and going strong, I am proud to say. Conditions here are like they are all over the country—no work much, but we are doing all the jobs that amount to anything.

We are giving the long tails a run for their money. We have good working conditions, thanks to Brother Ingram, who was the organizer of this local. All shops are signed except two. Brother Ingram was through here this week on his way to Albuquerque and stopped over for our meeting. Now there is a boy who is doing something

for the organization, and if hard work has anything to do with it he will do more.

The depression is pretty bad over this part of the country, but it don't do any good to talk about it. In fact the best way to stop it is to quit talking about hard times and go to talking about the good times we are going to have in 1931.

I have been seeing quite a bit about not having the convention this year. Now, Brothers, I don't believe in spending that money on having a convention this year when it could be used to a better purpose. To my way of thinking, why not take that money and whip these power companies? We could do it, and that way it would relieve the unemployment situation to some extent, also help the organization. Let's hear from some of you locals about this.

J. O. TARVER.

#### L. U. NO. 696, ALBANY, N. Y.

Editor:

The labor situation in Albany is the same as noted in my last letter and the outlook for the winter is not encouraging in the least. The only job of any size is the wiring of a five-masted vessel which is tied up to the municipal dock at the foot of Riverside Park, and this job will be easily handled by the shop which takes the contract. This boat, the City of Portland, according to report, will be converted into a place of amusement, with golf, tennis, dancing and restaurant—in fact, everything that goes toward the making of a "show boat."

The members of L. U. No. 696 have had some difficulty in the interpretation of the new constitution; but with the advent of International Representative Brother G. L. Smith, the clauses in question are being cleared up along with other matters which needed attention. I believe that the membership of L. U. No. 696 duly appreciates the labor of Brother Smith in putting our local union in conformity with the policies as outlined by the International Office.

Brother H. Bennett, of L. U. No. 3, paid us a visit and gave a very interesting talk on organization.

International Representative McCadden is in Albany working upon a survey of the barge canal, with the object of organizing the employees of same. Brothers Scott, of Troy; Fanning, of Schenectady, and Cummings, of Albany, have been appointed to assist in this work. The committee expects to report favorably in the near future and I know that they will have the support and good wishes of all union men in this worthy undertaking.

Brother E. J. "Boomer" Davis, International Auditor, is in our midst and is installing a new bookkeeping system. I am not a bookkeeper, but I understand that with the new arrangement of our books it will be possible to check-up on matters with a minimum of delay and as I see it, that means progress.

We have had so many visitors of late that I think L. U. No. 696 should have "at home" days with cards engraved to that effect; but upon the other hand, we are always "at home" during the present period of unemployment—so there you are. Leaving all joking aside, visitors are ever welcome and I know that the boys are always ready with the glad hand and cheery smile for one and all.

I mentioned in one of my past letters the fact that we were working upon relief measures for our membership. At present some means whereby we can aid and assist worthy Brothers, is desirable and urgent and the taxing of all working mechanics provides, in part at least, a means to that end. The tax of 20 cents a day has been put into effect

by L. U. No. 696 upon those mechanics who are fortunate enough to be working. I know full well that no one likes to be assessed or taxed, but this is no ordinary case of taxation and can not be so classed. It is simply an unemployment insurance, something that many large firms are instituting throughout the country and even though some may oppose such a tax I believe the measure a good one for all. Think of it as an assessment if you will, but do not lose sight of the fact that it is retroactive. If I may, without levity, draw from that wonderful Book, the Bible, this tax is like "casting bread upon the waters." It is bound to return and at a time when needed the most.

C. A. ROBERTS.

#### L. U. NO. 723, FORT WAYNE, IND.

Editor:

Unemployment continues throughout the jurisdiction of our organization; not only men of our trade but working people in all trades and callings are unemployed and the aggregate number of unemployed in North America today is counted in millions.

It is all very well for men to say that we always come through these periods with safety, but we do not come through them without great suffering and a great number of our people enduring hardship. Under a well-regulated system of industry, there is no reason for any man to be unemployed. With our great natural resources and wealth, it surely is a strong indictment against the system prevailing in industry, to see long lines of hungry men and women waiting to secure food from people who establish places to feed the hungry.

The problem of unemployment can be solved, but the solution of it does not lie in laying men off and adding to the already large number who are unable to secure work. The labor movement is willing to co-operate with employers of labor in the solution of this problem and the employer must show a disposition to deal with this question in a sincere and practical manner. Would advise that there be no delay in reducing the hours of labor to whatever point is necessary so that every man will have a job paying a wage that will provide himself and his family with the comforts as well as the necessities of life. Organized labor's high wage and shorter hours principles were never so generally accepted. If the nation would end depression these should be applied.

The application of these principles will turn unemployed into producers, and non-spenders into buyers and consumers. Well wishes and hope will not establish those principles. There must be a will to do behind kindly sentiments.

The unemployed worker must smile ironically when he reads the well meaning advice extended to him on all sides that prosperity will return if he only resumes his normal purchases. Where is the worker who has not run the gauntlet of loss of work because of seasonal slack, of periodic depression, of foreign competition, of change in fashion, of machine substitution? He knows only too well that he lives in a land of plenty which he has in the past shared in the making, and these facts only aggravate the rancor in his heart that he must, nevertheless, go without work and without wages.

ANTHONY J. OFFERLE.



#### DIAMOND-SHAPED BUTTONS

To wear in your coat lapel, carry the emblem and insignia of the I. B. E. W. Gold faced and handsomely enameled. **\$2.50**



**L. U. NO. 734, NORFOLK, VA.**

Editor:

Noted a letter from L. U. No. 832, regarding the very substantial assistance rendered by that local to our friends in Danville. If any other locals are sending assistance to Danville, we would like to hear from them.

We also noted a letter from L. U. 275, stating that they held an election in December and I wonder if they realize this is in violation of Sections No. 13 and 14, Article XXIX of the new constitution.

Beginning on Sunday, February 1, and continuing for four Sundays, the theatres of Norfolk will run shows from which the entire box office receipts will be turned over to a citizens' committee for the relief of Norfolk's unemployed.

One organization only voiced objections to this plan and they having no practical alternative plan to offer were overruled by the city council and the permit was issued. Employees of these theatres will donate their services.

We see by the papers that our good friend, Grunow, has been deposed as president of the Grigsby-Grunow Company. Apparently the company is not satisfied with his leadership. Perhaps this will adjust some of the differences between that company and labor.

We also see that some of the obstructions have been removed from the path of the battleship modification bill. This bill, thanks to Senator Swanson, of Virginia, has passed the Senate.

The House rules committee has promised a sub-committee, consisting of Representatives Lankford (Virginia), Vinson (Georgia), and Miller (Washington), to move this bill up on the House calendar.

If this bill passes during the present session of Congress, Norfolk Navy Yard is assured a \$10,000,000 modernization job on the Battleship Mississippi.

Work on the post office addition at Portsmouth is about to start. The contract was awarded an out of town contractor to whom some objection was raised on the ground that cheap labor might be imported, but the contractor has agreed to use local labor and to maintain local wage scales as far as possible. This phase will be carefully watched.

As proof that someone reads the JOURNAL, Brother Homer Root, of L. U. No. 734, writes from Springfield, Ohio, that he reads and enjoys every issue. So read the JOURNAL every month, and see your dentist at least twice a year.

SAUVAN.

**L. U. NO. 948, FLINT, MICH.**

Editor:

We hear so much of the suffering of humanity, brought about by depression of business, that one is apt to become so morose and discouraged that he will forget to laugh and fail to see the sunshine, or brighter things of life.

It is at this time, I believe, that everyone no matter what their burden, should do something to make the other fellow happy. We realize a happy person is a contented one. It may be our lot is not so bad as the other fellow's at that.

While we're on our protracted vacation (not brought on by ourselves) let us see if we can digest the "Wickersham report." That ought to give us a good laugh. Some of the "drys" are all a-flutter over their so-called victory, while the wet element is getting a lot of consolation out of it. We, who are on the side lines think it a lot of hokey.

We wonder where this august body (the Wickersham committee) got its information; surely not from the directors of prohibition or their hirelings. Would they want to kill "the goose that laid the golden egg"? Prob-

ably they interviewed some of the powerful beer barons.

Do the men who are paid to enforce the prohibition law conscientiously try to do that thing? Let the forces in Washington get together and enforce the law or else admit it is a putrid thing and strike it from our noble constitution and in its place add an amendment that will take care of our aged and poverty stricken citizens. K. H. GRIMES.

**L. U. NO. 1141, OKLAHOMA CITY, OKLA.**

Editor:

President Broach, in his editorial "Comment," mentions our negligence in not going after residential wiring. Yes, he is right; we have failed to meet conditions. But why? Here's the situation in Oklahoma City: The unfair contractor here pays his longtails by the outlet. Thirty-five cents per outlet is top wages being paid to them at the present time. This does not include the entrance switch, panel, telephone stub, radio plug, nor bell, which is charity work. These poor fools know nothing about house wiring, and by working from sun-up to sun-set (as they did on the farm) can make an average of six dollars per day. Meet these conditions we must, if part of our Brothers are to be kept off the streets. Local No. 1141 and the fair contractors are co-operating and meeting these conditions, and we are now bungalowing right along. Did someone ask if we were also working by the outlet or had accepted a wage cut? Neither. We are doing it in a legitimate way. Some day this work will be turned over to class B men, also to floaters who hit town for easy pickings. We have an A-1 leader in President Broach. A plan by which class B and C wiremen will be given residential wiring and maintenance work is what we look to President Broach for.

Brother Dan Tracy, International Vice President of this district, knows how to pick the man for the job. When we sent in an S. O. S. call for an organizer, Brother Stanley Rudewick was the answer. He has straightened out some of the shops here and not only that but has pulled jobs away from the unfair contractors in the surrounding territory. The only drawback is that he has been pulled out of here several times. Chief, we pray thee to leave him in this town, so that it may again be a bright spot on the map. Several million dollars worth of general construction is to be started here in the spring, and Brother Rudewick is the light to lead us to it.

About the pictures of the Warner Brothers Theatre, published last month, also the gang that did it for Wade Hicks Electric Company. The gentleman on the right end with cap and o'coat is Mr. Hicks. Harry Fees, the financial secretary and somewhat of an amateur photographer, wasn't watching close, so I sneaked in behind the boys.

General Outdoor Advertising Company was straightened up and put on three of the boys on the signs for two weeks. These signs burn 57,000 watts, and we are proud to have them in our town, as they mean something else to us besides good entertainment.

The crystal chandelier which was hung in the dome weighs 1,250 pounds. I might add that the fixtures installed on this job were wired by members of Local No. 3, and as the boys said, it was a pleasure to hang them. Wade Hicks Electric Company also rewired the Liberty Theatre for Warner Brothers.

Brothers, the southwest is no better than elsewhere this winter. Would advise you to stay home where you have a better chance.

TOM RUSHING,

**L. U. NO. 1154, SANTA MONICA, CALIF.**

Editor:

Labor has always been the hub of the wheel of industry. If that hub gets defective, what is the result? Skilled labor has always been worthy of a fair wage and it seems that big business is trying to make their employees more of the servant type, pay the wage that they desire to offer, regardless of how well they realize the necessity of the hub of the wheel. They promote and establish bureaus of research, spend enormous sums for laboratories and shops. Next thing in comes a small machine and out go 50 men. Labor has never fallen down by the lack of man power or intelligence but as a general rule skilled and intelligent workmanship demands a high wage that seems to be more than the greedy manufacturing baron desires to pay.

I have been trying to figure out when they will invent a machine to wire buildings. They are at the present time putting out threadless pipe and fittings. They cost the contractor more money but the salesmen are instructed by the manufacturer, also the wholesalers and their salesmen, to educate the contractors to the fact that they cost them a little more but that they can save the difference in the time of the wiremen. In fact, it was explained by a salesman that one contractor saved \$312 on a \$2,000 job in wages or the time that it took to thread the pipe. And so it goes—the manufacturer in the manufacturing process saves the machine thread expense also the salary of one man. At least the producer gets more money for his product but as soon as they can get these threadless fittings standardized and passed by all inspection departments they will save the pipe threading expense at the factory, where at present most all pipe is threaded. And don't worry, the political manipulators will pass this stuff whenever it is necessary. The true fact of the matter is that these fittings, as far as I can see, are not water or vapor proof up to the present time but even if they were, after all is said and done, every one gets a break but the wireman on the job.

In surveying some of the conditions I have conceived the idea that too much credit is advanced all over the country in the larger cities. In many cases where the wage earner of the home loses his position the next thing he knows the credit companies commence cleaning him out a piece at a time till he is stripped from stem to gudgeon.

These fabulous advertisements and the easy methods of payments have filled the homes with unpaid-for luxuries.

This can be attributed to two different causes, first from the young flapper house wife who has Rockefeller ideas married to a wage earner, who wants all the luxuries of life and buys from every peddler who comes to the door and figures that the old man can pack the burden when even the clothes on her back are out of date before they are paid for. Then on the other hand you can attribute it to the finance companies. They put agents in the field, visit certain merchants handling home luxuries and invite them to place their product on sale at a very inviting credit basis and for every article sold they buy the paper discount for cash and assume the credit payments with the highest rate of interest that the law will allow and the wage earner pays and pays.

Such conditions have got the average wage earner down till at last his car goes, then he has to start all over again. They say that Mussolini has everything straightened out in Italy but the spaghetti. The trouble is with us that we have got more than spaghetti to straighten out.



As the building conditions are rather quiet at the present time, would advise all the boys coming this way to save the excess on their tool kit, although the latch string is always out to the boys who happen to drift along.

It seems that some time back that one of our fair contractors, using a number of the boys at all times, rather got off on the wrong foot and declared a reduction in wages for journeymen which forced all the boys out of the shop. The shop still is on the ragged edge. Although the shop was open to criticism and which was the case as appeared in these columns some time back, our business manager has called upon the personnel of this shop from time to time and interviewed the proprietors. He seems somewhat inclined against the attitude taken in these columns. But I will state that the mechanical brain of that shop was from the local, assisted by a staff of fast and efficient journeymen, and at no time was there any deficiency shown among the boys and any time there was our business manager could always place a better man in the weak spot.

At that it seems that it is only a fair proposition that both parties concerned can present their sentiments and according to the sentiments shown regarding the words expressed in that behalf the shoe must have fit.

Local No. 1154 and its members as a whole go on record as advancing the most hearty co-operation and the betterment and up-building of all shops in its conditions with and for the contractor; also, keeping the ranks of our organization clean and efficient. Still some of these shops try to toss us around like we were rubber balls, only breeding discord and hate and not only disrupting their conditions but the whole district in general.

We are only a small, suburban district with a few members and a few shops and there is too much outside competition of curbstone contractors jumping in the district all the time and it seems that these shop owners would realize that the men can not do without the shops and the shops will not succeed without the co-operation of the wiremen and the only thing to do is to stick together as a body and create a little power. The writer of these columns does not wish to ridicule anyone personally or step on one when down, but business and friendship do not mix in many cases and I have been on jobs where the boss had no friendly feelings for a certain man but kept him there because the man knew his business, and that is what I call fair business judgment. This biting off your nose to spite your face don't go.

The writer is willing at all times to extend an apology whenever it is considered in order. I think that this shop regrets its step the same as we do, as it threw a competitive shop into the field which is holding its own all the way through and has the loyal support of the local where our delinquent friend has lost by it.

But through it all Local No. 1154 stands ready to convert the sinner and bring back into the fold of proper conditions and wash those errors away in the blood of L. U. No. 1154.

THE HORNBLLOWER.

The bound volumes of the 1930 Electrical Workers Journal are to be sold again this year for \$3.75 postage prepaid. They are uniform with the volumes of other years, one-fourth leather, handsome and durable.

#### THIS BUTTON IN YOUR LAPEL



proudly announces membership in the I. B. E. W. A handsome bit of jewelry, in gold and enamel. Solid gold, small size.

**\$1.50**

### Women's Auxiliary

#### WOMEN'S AUXILIARY L. U. NO. 83, LOS ANGELES, CALIF.

Editor:

I don't think there has ever been anything in your paper from us out here in sunny California, so I am going to start the New Year right by sending in a little item. At a special meeting of the electrical workers on December 10, 1930, we, the women, raffled off a comfort, which brought the neat sum of \$30.60. To this we added some and purchased some groceries and distributed some 22 boxes at Christmas time among some of our worthy members who had been out of work several months. We have only a few members but it was certainly a privilege and a great pleasure to have been able to do our little bit at this time.

We hope that we will be able to get quite a few members this year. I am sure we could make this organization a real, beneficial and lasting organization with a little co-operation from some of these men's wives who did not know we existed. So come on in and help us out this year.

MRS. M. V. FORINGTON.

#### WOMEN'S AUXILIARY L. U. NO. 308, ST. PETERSBURG, FLA.

Editor:

We have had several meetings since I wrote in last. At our last meeting we were addressed on different labor questions by Mr. V. S. Hevring, president of the Central Labor Body; also Mr. Bordman, past president.

The auxiliary gave a Hallowe'en duck supper to the I. B. E. W. Brothers, which proved to be a real feast, each member contributing different dishes, which made it very inexpensive for all. Mrs. Resin had roasted the ducks a golden brown, and were they delicious! Mrs. Davis made the frozen salad, which had in large letters, I. B. E. W.

Last meeting we served home-made chili con carne, crackers, hot coffee and cake, which proved to be a real popular lunch with the Brothers. Since it is cooler, hot things are in order.

Well, Christmas has come and gone, and a New Year is just here. Most of us are hoping with it will come the return of prosperity.

Speaking of hard times, that is one of the reasons most of the auxiliaries were formed, although some have existed even longer, in order to bring about a better understanding between the working man; a social part that all could take part in, also to stimulate attendance, create new members and offer solace to the man out of work. Remember the age-old words: "Together we stand, divided we fall."

The time has arrived when the woman must be interested in her husband's local. So let us put our shoulders to the wheel and see that it goes around by joining our local auxiliary.

Well, old man winter is here and has many in his icy grip. As the radio man says, the "Sunshine City", vacation land of America, is bursting with winter activities. The season here is on in full blast. We, too, can have a better social program, since our northern members have returned to their southern homes.

A. McGee is one who is back with his family. He is running the mechanical rabbit at the dog races which opened December 27 for a 90-day meet. Others are: Mr. and Mrs. R. J. Bean, Mr. and Mrs. L. C.

Jellson, Mr. and Mrs. Berwick. I couldn't name them all, but we are glad to welcome them back.

We see the local at Minneapolis, Minn., is going to organize an auxiliary. We received a letter from them asking for by-laws, which we will mail to them. Here's luck and success and may they have the best of times.

Auxiliaries, please give your addresses.

MRS. MALCOLM MARKS,  
1404 Seventh Avenue, North.

#### WOMEN'S AUXILIARY L. U. NO. 508, SAVANNAH, GA.

Editor:

Hello, everybody! My first greetings to all. Of course you have heard from our auxiliary before but this is the first time "yours truly" has had the pleasure of writing to the JOURNAL for our auxiliary, so let's hope I won't be too terrible and that there will be enough news each month to keep me busy.

Here goes: We have not been very active (meetingly) lately but let's blame that on the holidays, but now that they are over we are going to come out bigger and better. Our lovely president (who also was our organizer), Mrs. H. L. Tolle, has been working hard to push us forward and we are certainly not going to fail her.

We have a new member only three weeks old. The stork left a daughter at the home of Mr. and Mrs. Victor Dugger. The auxiliary gave this little member a lovely shower. We are looking forward to having Mrs. Dugger with us again soon.

We now have our meetings semi-monthly instead of weekly and so far it has proved o. k. After our meetings we enjoy games of cards and sometimes we even have refreshments.

We give regular card parties in order to make money for a very special fund and we want to tell all the auxiliaries about this very special fund. It's just like this, our auxiliary is in favor of an International convention for auxiliaries but we can do nothing alone so we want the other auxiliaries to give us their opinion about this. Come on now and let us know how all feel about it. Do we have a convention this spring or summer or do we not? We hope to have the convention, so we hereby extend our invitation to that body to hold its convention in our beautiful city, Savannah, where genuine hospitality prevails and we shall assure all of a good time.

Oh, yes; now about the very special fund. It is for some lucky member or members we are going to send as delegates, provided the convention is in another city. This fund will be used to cover their expenses. Now that is just how much we are looking forward to this great meeting.

We will hold our next card party February 10 and we are sure it will be a success and we shall as usual have an enjoyable time.

We want to wish good luck and plenty of power to the newly organized auxiliary of Local Union No. 292, Minneapolis. Let us hear from you regularly.

Well, as a beginner, I think I have said enough.

MRS. C. S. WESTCOTT,  
242 East Broad Street.

P. S.: I am enclosing a letter from our president, which I hope you will publish.

Savannah, Ga., January 20, 1931.

Mrs. C. S. Westcott,  
Vice President and Press Secretary.

Dear Mrs. Westcott:

In your report to the JOURNAL this month will you please try in some way to get our Sisters in all of the different auxiliaries in-



interested in an International Women's Auxiliary to the Electrical Workers.

We have a wonderful opportunity to make this auxiliary one of the largest in the United States.

The I. B. E. W. has not only hundreds, but thousands, of members to our auxiliaries. We can, yes, we will, with the help of God and co-operation of every member, do wonderful work, not only for our husbands and families, but for our community.

If we organize all of our auxiliaries we will be able to help each other, exchange ideas, etc.

Then, too, we want to help the other cities get started and these things can be accomplished so much better if we can get together.

Invite our Sisters to meet here with us this summer, that we may really get started. Let us every one get down to business and let the world know that we've decided to do our share in making life a little more pleasant for our fellow men.

MRS. H. L. TOLLE,  
President.

### MODERN UNION PLANT AN ENGINEERING JOB

(Continued from page 69)

The building of a modern union plant is an engineering job. It implies a knowledge of construction, of office and personnel work, and above all else, of union problems and affairs. The layout of rooms, desks, departments, must fit neatly the needs of the organization. The shaping up of the new office building of Local Union No. 3 was left largely to William Reuter, vice president. Mr. Reuter has handled big practical electrical construction jobs, and has been associated with the union as an official since its re-organization. He used to be in semi-professional baseball, and this explains in part his clean sportsmanship, coolness under fire, and general all-round competency.

\* \* \*

One can well pause here to look up at the Chrysler Tower and the Empire State Building. These mountainous piles rise high in the air, illuminated at night by unseen wires firmly swung there by the skilled hands of members of Local Union No. 3. These men were not fledglings. They had served their apprenticeship of four years, and had made sure their craftsmanship by long years of service on difficult jobs. They had skill, knowledge, and long experience. They had talent. Some of them, though not marked by college degrees, had the knowledge and competency of engineers. Why shouldn't this talent within the union ranks be applied to union problems? In the layout of Local Union No. 3's new plant this kind of competency was utilized.

\* \* \*

The building is a seven-story ornamental brick structure, with a three-story addition in the same material. For the present the union is occupying the first three floors. Each floor represents a major department of the organization's business life.

1. Financial.
2. Administrative and personnel.
3. Business, field and managerial.

The addition houses the day electrical school, unique in that equipment totalling thousands of dollars is owned by the union and by employers.

Attached to each of the three basic departments are minor departments:

1. To the financial, the overtime department, where the specialized assessment is collected.
2. To the administrative and personnel,

the research and insurance, and the compensation departments.

3. To the business, the legal department.

The equipment is modern, efficient, handsome, yet not extravagant.

Each month every electrical worker—whether he attends union meetings or not—has a reminder of his connection with his organization. He pays his dues. At times during the month, the influx of members to the business office is great, and any financial office must be slow not to provide—

Convenience,  
Dispatch,  
Safety.

This Local Union No. 3's new business office does—with the added quality of beauty.

Handsome walnut cases running the full length of the long room give the impression of good taste and efficiency. Eight windows serve the clients—these lettered so as to split up the throng. Within, cages mark off the sphere of each clerk. Behind these, a perfect system of filing records the complete record of each member. A modern system of burglar alarm, a dynamite-proof safe, and the most modern office equipment make the job complete and satisfying.

Nearly, the "Overtime Section" is a replica of the other dues-receiving department.

\* \* \*

A problem of the administrative officers is to make themselves accessible without making themselves the prey of every thoughtless caller. This has been accomplished on both the second and third floors. Besides the desks for the president, financial secretary, and recording secretary, the office manager with the stenographic force is located on the second floor. Here again one is aware of the practicality of the lay-out. He notices the excellent window spacing. Being a corner structure, 130 West 25th St., gets the maximum of sun and air from large windows. This illumination is supplemented by a scientific lighting system. "Daylight" always reaches the desks of workers in this building. The telephone switchboard for the entire building is also located on the second floor. An inter-mural system connects every desk with the other.

The research and insurance department has just been re-equipped with improved filing systems which make every and all information readily accessible.

Not forgetting standards maintained by organized labor, a handsome rest room, equipped with attractive reed furniture, a radio, and other conveniences, is provided for the women of the office.

\* \* \*

The business offices on the third floor have been laid out with an eye to expansion. They are large enough to permit the entire field force to meet there in conference. Smaller conference rooms are also provided. The board room is done with severe simplicity. Handsome oak tables fill the center of the room. An enlarged photograph of President Broach is the only decoration.

\* \* \*

The building is fire-proof throughout, well-heated. It has been completely renovated. The toilet rooms are modern. The elevator service is good. It is large enough to allow for the coming growth of the business in the union, for a period of 20 years.

\* \* \*

A three-story addition houses the day electric school. This school is unique in that its control rests largely with the union. Equipment costing \$17,000 was purchased jointly by New York employers and the

union. The school board is co-operating. Classes are under the direction of George M. Nelson. The class work is interesting and practical. Courses are laid out with an eye to the full needs of the students.

### LABOR UNIONS AND CRAFTSMANSHIP

(Continued from page 73)

kept uppermost in mind. The labor organizations, as a rule, have nothing to offer; they have nothing to "sell" to the employer. Union officials cannot vouch for the superiority of union workmen, have apparently never even thought that it might be desirable if they could. All they can do is emphasize the rights of the worker or threaten a strike, and very seldom does either gain anything.

Imagine that you are vice president in charge of manufacture in a very large machinery-building corporation. You are making your annual report to the directors. There are nods of encouragement and appreciation as you proceed until you reach the following paragraph:

"Early in the year we unionized our shop employees and as a result of the difference between union pay rates and market pay rates there has been an increase in our labor costs during the fiscal year of \$2,440,378."

There is an awkward, ominous silence. The crisp, elderly gentleman at the far corner of the table who is the largest stockholder raises his eyebrows, removes his nose glasses and proceeds to question you.

"Have the organized workmen displayed skill and diligence to compensate for this added cost?"

"I'm afraid not. No advantage is noticeable."

"Then why were they permitted to organize?"

"The leading economists and sociologists appear to be in agreement that unionism is the best solution for the workman's problems and I thought we should align ourselves with this up-to-date tendency."

Is it necessary to say that your successor would receive instructions to cancel the arrangement with the unions, if possible?

On the other hand, imagine that your paragraph had continued as follows:

"However, the superior ability and application of the union workmen have permitted reductions in the cost of maintaining machinery and equipment, in the waste of material and supplies, in scrapped work and in waste of time, to the extent of \$3,233,464, giving a net saving of \$793,085, as a result of union operation."

There are smiles and murmurs of approval. The position of the unions in the plant is secured, two dozen influential persons are converted to unionism, and you might be voted a substantial increase in salary.

If, during the next three years, all national state and local union officials concentrated on the training of their members to make better mechanics out of them, and dealt with employers on this basis, the effect could be nothing less than stupendous.

But the labor organizations have shown no such inclination in the past. Pick up the proceedings of the 1929 convention of the American Federation of Labor; I have not yet seen the 1930 proceedings. Every conceivable problem and question are given attention—shorter hours, strikes, jurisdiction, organization, legislation, wages, mechanization of industry, sociology, tariff, industrial trends, bargaining, economics, politics—everything except workmanship. There is a committee on education which concerns



itself, however, with making the organized worker a better union man, not a better workman; there are committees on legislation, on state and national organization, but none on standards of skill.

"But," someone may contend, "that is not within the province of the American Federation of Labor. Read the constitution; the objects of the Federation do not even include standards of skill and workmanship."

Precisely; why don't they include them? Can it be that the step taken by the electricians' union at Milwaukee is the first sign of a new policy of organized labor?

The new agreement at Milwaukee not only provides that the union shall guarantee the work of the men but specifies, in addition, that those workmen whose skill does not meet the requirements of both union and employer must attend evening classes until they have shown sufficient improvement. Failure to improve will result in expulsion from the union or demotion to a lower classification of skill, of which three are recognized. A group of 125 electricians and 135 helpers have enrolled in evening courses at the Boys' Technical High School, and a large percentage of them attend three nights per week instead of the two nights which are prescribed.

## WORLD'S GREAT BEACON BURNS WITH UNION AID

(Continued from page 75)

The rapid development of the aviation industry demanded beacon and signal lights of powerful intensity, and it was to the production of these lights that Dr. Sperry was devoting his untiring efforts.

We are told that the surface of the sun is completely gaseous. Its intrinsic brilliancy greatly exceeds 160 candlepower per square millimeter; hence, it follows that incandescent gases are capable of much higher intrinsic brilliancies than incandescent solids. There is an excellent reason for this. Gases are translucent and light is derived from their depth as well as their surface. The high intensity are employed in the Lindbergh Beacon is based on this phenomenon. An incandescent ball of vapor forms the light source and is derived from two of the earth's metals—cerium, a rare steel gray metallic element, and lanthanum, a rare dark lead gray metallic element, which are incorporated as a relatively soft core in the positive carbon of the lamp. When a high current density is forced through the carbon these rare metals are volatilized and projected into a crater, formed at the tip of the carbon. For reasons of focus it is necessary to confine this ball of incandescent vapor in a very small area. This is accomplished through the action of the negative carbon, which is so arranged that its flame sweeps across and exerts a pressure on the vapor, thus compressing it and confining it in the crater of the positive carbon. When a current of 250 amperes is forced through the arc it gives out an intrinsic brilliancy of 800 candlepower per square millimeter. Increasing the current beyond 250 amperes produces such a compressed ball of vapor as to render it opaque, thus shutting out light from the depth and reducing the emitted brilliancy.

It is interesting to note how closely this Sperry high intensity arc, which has a theoretical output of 2,000,000,000 beam candlepower, approaches the intrinsic brilliancy of the sun. The intrinsic brilliancy of the sun is not more than 950 candlepower per square millimeter. The intrinsic brilliancy of the arc is 800 candlepower

per square millimeter. The surface temperature of the sun is not more than 6,000 degrees centigrade, while the temperature of the high intensity arc is 5,500 degrees centigrade. They are not only closely related as regard magnitude, but their mechanisms are identical.

No less important than the light source is the reflector that forms it into a beam. The size of the reflector is important, as this governs the diameter and spread of the beam, and, in consequence, the beam candlepower. The beam may be regarded as made up of an infinite number of rays, emanating from the light source. The function of the reflector is to gather these myriad rays and superimpose them on each other to form a solid shaft of light.

### Technology Explained

It may at first appear, from a consideration of the figure, that a 36-inch mirror, with the same focal distance as a 60-inch mirror, would give the same beam spread, and enjoy the advantage of smaller size. Unfortunately, a 36-inch mirror with the same focal distance as the 60-inch mirror shown, would be too small to collect all of the rays emanating from the light, and the beam candlepower would suffer through an actual loss of light. The larger the mirror the smaller the beam. For both searchlights and beacons practice has established the most effective combination to be a parabolic mirror. Subtending an angle of 120 degrees, a positive crater with an angle of emission of 120 degrees and a reflector size of 60 inches, giving a beam spread of approximately one degree.

Focus is most important. Unless the light source is placed at exactly the focal point of the mirror, distortion in the spread of the beam, and consequent decrease in light intensity results.

It is important, however, to keep the reflector clean or free from light absorbing materials expelled from the carbons. This is accomplished by the use of an air blast directed over the reflecting surfaces, so as to continuously sweep them clean. The air blast also serves to equalize the temperature and thus protect against fracture.

Some idea of the energy density obtained in this ball of vapor may be gained from a consideration of the fact that the power of 27 electric horses has been compressed into a volume no greater than one-half inch diameter to give the intense heat that causes this light to have such tremendous brilliancy. It is as though the inventive genius of Dr. Sperry has taken a half inch of the sun's surface and placed it before a mirror in constructing this Lindbergh Beacon.

But let us return to a practical description of the equipment. The electrical apparatus necessary to the operation of the beacon is housed in a control room, which is built on top of the Palmolive Building. This rectangular control room, which is constructed of limestone blocks, is 11 feet high, 20 feet wide and 70 feet long. This room contains the elevator machinery, the switchboard, control devices, a three-kilowatt motor generator set and a 30-kilowatt motor generator set.

Rising above the control room is a structural steel tower, encased in aluminum. This structural frame is designed to resist a horizontal wind force, in any direction, of 40 pounds to each square foot of exposed surface, an equivalent to a wind with a velocity of 100 miles per hour. The construction of the steel frame has required about 47 tons of structural steel. The tower, which is 85 feet high, gives the beacon light a total elevation of 602 feet above the street level.

The beacon proper is eight feet in diameter and made of cast aluminum. The 60-inch reflector is one of the largest in the world. In order to maintain the true focal position the carbons are fed in by means of a small feed motor that is controlled by a set of thermostatic lenses. These lenses are located so as to direct light through a slit when an off-focus position exists. Beneath the slit a strip of thermostatic metals is located, which deforms under the temperature of the incident light and closes a contact which energizes a coil engaging a ratchet driven by the feed motor. When the positive carbon has resumed the proper position the feed motor is automatically shut off by the thermostatic control. The negative carbon is controlled by the arc voltage, the normal voltage being 78 volts. A voltage control coil governs the action of the feed motor for the negative carbon. This coil tends to keep the voltage at 78 volts. Any variation in voltage over this coil operates the feed motor and the negative carbon is readjusted to its proper position. The negative carbon is 12 inches long, while the positive carbon measures 36 inches in length. These carbons burn approximately one and one-half hours. On a clear night this powerful beacon, which makes two revolutions per minute, has been effectively used as a guide by aviators at a distance of about 350 miles from Chicago, or approximately the distance between Chicago and Cleveland, Ohio, its visibility being limited only by the curvature of the earth. A stationary or directional beacon three feet in diameter and illuminated with a three-kilowatt, 32-volt incandescent burner projecting a 36-inch beam of 11,000,000 candlepower, is mounted directly below the main beacon and fixed to a point in the direction of the Municipal Airport; thus when a visiting airman flies over the beacon he can follow the fixed beam to a safe landing place. The cost of the erection and maintenance of the beacon is borne by the Colgate-Palmolive-Peet Company.

Somehow I like to think much credit is coming to the electricians upon whose shoulders rest the responsibility of keeping this beacon burning. These men realize that this light must be kept burning from sun down to sun up, in all kinds of weather; therefore, they go about performing their duty in a modest and unassuming manner, making their regular trips from the control room to the beacon.

The men travel 60 feet up the tower in an electric elevator. The rest of the journey is made by climbing a ladder to a catwalk which surrounds the beacon high up in the air. Upon this catwalk they work in the piercing wind, fog, rain, and blizzards. The motors must be checked, carbons must be trimmed. These carbons are reached through a slide door in the lower half of the beacon, and through this door the electrician enters the beacon, which enables him to make the carbon change as rapidly as possible. The beacon is out of service only one minute during this carbon change.

Every hour and one-half throughout the night these trips are made to the lamps until, with the coming of the faint light of the dawn far off in the east, the electrician on duty watches from his lofty perch in the sky the flickering lights of the city below, as one by one they seem to disappear from sight, the hazy masses of steel and stone beneath him assume the definite outlines of modern buildings and he knows that morning time has arrived. He pulls the control switches and this mammoth guiding light of aviation fades away for another day.



# IN MEMORIAM

## Herbert Wedekind, L. U. No. 110

It is with deep sorrow that we, the members of Local Union No. 110, International Brotherhood of Electrical Workers, mourn the loss of our esteemed Brother, Herbert Wedekind.

His noble qualities, kindly spirit, and his loyalty, will also be remembered with deep affection by those who knew him best; therefore be it

Resolved by Local Union No. 110, St. Paul, Minn., That our most heartfelt sympathy be extended to the widow of our departed Brother; and be it further

Resolved, That our charter be draped for a period of 30 days and a copy of these resolutions be sent to the bereaved widow of Brother Wedekind, a copy to the official Journal for publication and a copy spread upon the minutes of Local Union No. 110 of the International Brotherhood of Electrical Workers.

E. L. DUFFY,  
WILLIAM BOLAND,  
GUS E. BRISSMAN,  
Committee.

## Percival Kennedy, L. U. No. 1037

Whereas Almighty God in His infinite wisdom has seen fit to remove from our midst Brother Percival Kennedy; and

Whereas we, the members of L. U. No. 1037, desire to express our deepest regret and sympathy to those he left to mourn his loss; be it

Resolved, That in this solemn moment we send a copy of this token of esteem to his mother and sister, a copy to our official Journal and a copy be spread on our minutes and that our charter be draped for a period of 30 days.

R. G. IRVINE,  
Press Secretary.

## Frank Zaenger, L. U. No. 8

Whereas Local No. 8, I. B. E. W., has been called upon to pay the last tribute of respect to the memory of one of its most worthy members, Brother Frank Zaenger, who died January 4, 1931.

Death with its relentless tread has again entered the portals of Local No. 8 and summoned there one of our esteemed and beloved Brothers to his eternal reward.

Brother Frank Zaenger harked to his call from the Divine Bourn, from where no traveler ever returns. His unselfish character, his kind and deep affection, his light-hearted and generous nature, will ever remain fresh in the memory of those who knew him best.

Whereas we recognize that in his untimely taking away, Local No. 8 has lost an esteemed and worthy member, the mother a loving and devoted son; therefore be it

Resolved, That Local No. 8 express our great sorrow at the loss of our departed Brother and extend our profound sympathy to the bereaved mother; and be it further Resolved, That the charter of Local No. 8 be draped in mourning for a period of 30 days as a token of respect to his memory, and that a copy of these resolutions be spread upon the minutes of this local, and a copy be furnished to the mother of the deceased Brother.

And also a copy be sent to the International Office for publication in the Electrical Worker.

JACK FISHER,  
HERBERT NOETHEN,  
WILLIAM LIMPP,  
Committee.

## Albert Milbrath, L. U. No. 195

Whereas it has been the will of Almighty God to take from our midst Brother Albert Milbrath, for many years a true and loyal member of the International Brotherhood of Electrical Workers, and Local Union No. 195 has lost a highly respected member; therefore be it

Resolved, That our charter be draped in mourning for a period of 30 days, that a copy of this resolution be sent to his bereaved family, a copy to our International Journal for publication, and a copy be spread on the minutes of this our local union.

EDW. G. WIGNER,  
Recording Secretary.

## Joseph Steine, L. U. No. 212

Brother Steine was initiated in Local Union No. 212, August 13, 1919; died December 21, 1930.

Whereas Almighty God, in His infinite wisdom, has removed from our midst our worthy Brother, Joseph Steine, we extend to the bereaved family our sincere sympathy, and commend them to God for comfort in their hour of sorrow; and therefore be it

Resolved, That our charter be draped for a period of 30 days in his memory, a copy of these resolutions be sent to our official Journal, and a copy be spread on the minutes of our local.

J. GYSIN,  
President,  
W. F. MITTENDORF,  
Press Secretary,  
Committee.

## John Hawley, L. U. No. 430

Whereas it has pleased Almighty God, in His infinite wisdom, to take from us our esteemed and worthy Brother, John Hawley; and

Whereas in the passing of Brother Hawley, Local Union No. 430, of the International Brotherhood of Electrical Workers, has lost a true and faithful worker for the cause of our Brotherhood; and

Whereas we extend to the bereaved widow and children of our departed Brother our sympathy and condolence, and commend them to God for comfort in their hour of sorrow; therefore be it

Resolved, That our charter be draped for a period of 30 days in his memory; and be it further

Resolved, That a copy of these resolutions be forwarded to our departed Brother's widow, a copy spread on the minutes and a copy sent to our official Journal for publication.

WILLIAM L. PETERSON,  
Recording Secretary.

## R. C. Brown, L. U. No. 48

It is with deepest sorrow and regret that we, the members of Local No. 48, of the I. B. E. W., mourn the passing of our esteemed Brother, R. C. Brown, whom the Almighty God, in His infinite wisdom, hath seen fit to call unto Himself on December 12, 1930; therefore be it

Resolved, That we extend our heartfelt sympathy and condolence to those who remain to mourn his loss; and be it further

Resolved, That copies of this resolution be sent to our official Journal for publication and to the bereaved relatives of the deceased, and a copy spread on the minutes of this meeting of Local No. 48, I. B. E. W.; and be it further

Resolved, That this local union stand in silence for one minute in respect to the memory of Brother Brown and the charter of the local union be draped for a period of 30 days.

WILLIAM H. BRUST,  
FRED C. REAM,  
J. H. LAKE,  
Committee.

## James E. Walker, L. U. No. 39

Whereas our worthy Brother, James E. Walker, has answered the final call to the world beyond, from whence none return; therefore be it

Resolved, That in the death of Brother Walker we have lost a loyal member and it is our desire to honor him in death as we have tried to do in life for the courageous fight he made and the fortitude displayed during his long illness, and we therefore clothe his memory in the kindly mantle of charity which covers all things, knowing that the world to which he has gone will be the brighter for his coming and that the memory of his courage during his life on earth makes us the better for our contact with him; and be it further

Resolved, That gathered in lawful assembly we stand for one minute in silence as further tribute to his memory and that a copy of these resolutions be sent to his widow, a copy spread on our minutes and a copy sent to our official Journal for publication.

THE COMMITTEE.

## RESOLUTION

### In Memory of Henry Wildberger

Resolution adopted by New York State Building Trades Council.

Whereas Divine Providence, in His grim but merciful course, has removed from our midst our Brother and co-worker, Henry Wildberger; and

Whereas Henry Wildberger, by his kindly disposition, uniform courtesy and cheerfulness, endeared himself to all who were fortunate enough to know him; and

Whereas in his demise we realize that the New York State Building Trades Council has lost one of its most zealous and devoted members, who up to the very last moment of his life was found battling for the cause to which he devoted a long, strenuous career; now, therefore be it

Resolved, That the New York State Building Trades Council, in convention assembled, records its sense of loss and sorrow in the untimely passing of Brother Wildberger, and that the condolence of this convention be extended to the bereaved family; and be it further

Resolved, That a copy of these resolutions be forwarded to the family as a testimonial of the high regard and esteem in which Brother Wildberger was held by the members of this association and that space be set aside in the proceedings of this convention for the resolutions in loving tribute to the memory of one so beloved.

EDWARD ACHERLEY,  
Secretary, N. Y. S. Building Trades Council.

## L. Toliver Hariston, L. U. No. 1002

It is with heartfelt sorrow and regret that we, the members of Local No. 1002, Tulsa, Oklahoma, mourn the loss of our good and loyal Brother, L. Toliver Hariston, who passed from our midst by drowning while in line of duty. His friendship and loyalty to the Brotherhood will long be remembered by all who knew him.

Resolved, That the charter of L. U. No. 1002, I. B. E. W., be draped for a period of 30 days in respect to our departed Brother; be it further

Resolved, That we send a copy of this resolution to the departed Brother's mother, father, sister and brother and extend to his loved ones our sincere sympathy in their hour of sorrow; also a copy to be sent to the International Office for publication in our official Journal.

WILLIAM McCANTS,  
O. L. WOODALL,  
C. E. STOOPS,  
Committee.

## Phil Edelman, L. U. No. 39

Whereas it is so decreed by the Supreme Power, which controls the destiny of us all, that our worthy Brother, Phil Edelman, be removed from our midst; therefore be it

Resolved, That in the passing of Brother Edelman, Local No. 39 has lost a loyal and enthusiastic member, who placed a great value on his membership and who was a conscientious worker for the cause of organized labor; and be it further

Resolved, That though words avail but little we can but pay all due respect to his memory and honor him for the noble fight he made with death, the conqueror, and that in lawful assembly for the continuance of our business we pause for one minute in silence as further respect to his memory; and be it further

Resolved, That a copy of these resolutions be sent to his widow, a copy spread on our minutes and a copy sent to our official Journal for publication.

THE COMMITTEE.

## Aloysius C. Holle, L. U. No. 209

It is with deep regret and sorrow that Local No. 209, I. B. E. W., records the passing into the Great Beyond of our worthy Brother, Aloysius C. Holle; therefore be it

Resolved, That our sincere sympathy be extended to the bereaved family; and be it further

Resolved, That a copy of these resolutions be sent to the family of the deceased, and that a copy be spread upon our minutes, and a copy be sent to the Worker for publication; and be it further

Resolved, That our charter be draped for a period of 30 days, and that we, the members of Local No. 209, being lawfully assembled, stand in silence for one minute in further tribute to his memory.

H. E. WHIPPLE,  
C. E. PATEREL,  
EDWIN H. LAYE,  
Committee.



**L. M. Cantlin, L. U. No. 784**

It is with deepest regret and sorrow that Local No. 784, I. B. E. W., records the passing into the Great Beyond of our worthy Brother, L. M. Cantlin.

Resolved, That our sincere sympathy be extended to the bereaved family, and that a copy of this resolution be sent to the family of the deceased, and that a copy be spread on our minutes, also that a copy be sent to the Worker for publication and that our charter be draped in mourning for a period of 30 days.

W. L. HARRISON,  
F. J. LANCASTER,  
H. E. COURTOTT,  
Committee.

**Samuel Shepard, L. U. No. 9**

Whereas Almighty God, in His infinite wisdom, has removed from our midst our worthy Brother and former officer of our local, Samuel Shepard; and

Whereas in the death of Brother Shepard Local Union No. 9, of the International Brotherhood of Electrical Workers, has lost one of its true and devoted members; be it therefore

Resolved, That Local Union No. 9 recognizes its great loss in the passing of Brother Shepard and hereby expresses its great appreciation of his services to the cause of our Brotherhood; and be it further

Resolved, That Local Union No. 9 tenders its sincere sympathy to the family of our good Brother in their time of great bereavement; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of our Local Union No. 9, and a copy be sent to the official Journal of our Brotherhood for publication.

RALPH BREHMAN,  
DAN MANNING,  
HARRY SLATER,  
Committee.

**William Powell, L. U. No. 9**

Whereas it has pleased Almighty God, in His infinite wisdom, to take from among us our esteemed and worthy Brother, William Powell; and

Whereas Local Union No. 9, of the International Brotherhood of Electrical Workers, has lost in the death of Brother Powell one of its good members; therefore be it

Resolved, That Local Union No. 9 hereby expresses its appreciation of the services to our cause of our devoted Brother and our sorrow in the knowledge of his passing; and be it further

Resolved, That Local Union No. 9 tenders its sympathy to the family of Brother Powell in their time of sorrow; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of our Local Union No. 9, and a copy be sent to the official Journal of our Brotherhood for publication.

RALPH BREHMAN,  
SAMUEL GUY,  
HARRY SLATER,  
Committee.

**John Van Huesden, L. U. No. 102**

Whereas the members of Local Union No. 102, I. B. E. W., sincerely and deeply regret the untimely death of our beloved and esteemed Brother, John Van Huesden; therefore be it

Resolved, That we extend our sincere sympathy and condolence to his bereaved wife and relatives in their hour of sorrow; and be it further

Resolved, That our charter be draped in mourning for a period of 30 days; that a copy of these resolutions be sent to Mrs. Van Huesden, a copy to the official Journal, and a copy spread on the minutes of Local Union No. 102, I. B. E. W.

JOB BRAEN,  
EDUARD L. BALL,  
ROBERT B. KENNEDY,  
Committee.

**James G. Lyons, L. U. No. 561**

Whereas it has pleased Almighty God, in His infinite wisdom to call from our midst Brother James G. Lyons; and

Whereas we humbly bow our heads in submission to His will we deeply mourn the passing away of such a true and loyal member of Local Union No. 561; therefore be it

Resolved, That we, as a union in Brotherly love pay tribute to his memory by expressing our deepest sympathy to his relatives and

friends in the hour of their sad bereavement; and be it further

Resolved, That our charter be draped for a period of 30 days and a copy of these resolutions be sent to the International Office to be published in our official Journal.

C. GALLAGHER,  
Recording Secretary.

**Charles F. Klos, L. U. No. 185**

Whereas the Almighty God reached down and took from us very suddenly our dear Brother, Charles F. Klos; and

Whereas the faithful discharge of his duties in our Brotherhood makes it essential and befitting that we show our deep appreciation of him. Brother Klos was a faithful member of Local No. 185, always used untiring efforts for the bettering of this local and all mankind and he will not only be missed by the members of this local and the bereaved family, but will be mourned by the many friends that he had made wherever he went.

Resolved, That the members of this local stand with bowed heads in silent prayer for one minute and our charter will be draped for a period of 30 days in his memory.

Resolved, that a copy of these resolutions be spread upon our minutes and a copy be sent to our official Journal for publication.

RAY BOURN,  
ROBERT E. REED,  
R. J. HASLIP,  
Committee.

**Walter E. Spengemen, L. U. No. 2**

It is with deep regret and sorrow that Local No. 2, I. B. E. W., regrets the passing of Brother Walter E. Spengeman into the Great Beyond; therefore be it

Resolved, That a copy of these resolutions be sent to the Journal of Electrical Workers and Operators for publication; and be it further

Resolved, That our charter be draped for a period of 30 days in his memory.

JAMES HENNESSEY,  
SIDNEY WEISE,  
JOHN READY,  
Committee.

**Jerry C. Faux, L. U. No. 340**

Whereas Almighty God, in His supreme wisdom has seen fit to remove from our midst our worthy Brother, Jerry C. Faux; and

Whereas it is with deep sorrow that the members of Local Union No. 340, International Brotherhood of Electrical Workers mourn his passing; therefore be it

Resolved, That we, the members of Local Union No. 340, extend our sincere and heartfelt sympathy to those who remain to mourn his passing; and be it further

Resolved, That our charter be draped for a period of 30 days and that a copy of these resolutions be sent to the family of our late Brother Faux and a copy be sent to our official Journal for publication and a copy spread upon the minutes of Local Union No. 340, I. B. E. W.

L. A. HOLENSTEIN,  
FRED JOHNSON,  
G. H. JONES,  
Committee.

**Joseph T. Gribben, L. U. No. 28**

Whereas it has pleased the Almighty God in His infinite wisdom to remove from this early sphere our esteemed friend and worthy Brother, Joseph T. Gribben; and

Whereas we, the members of Local Union No. 28, I. B. E. W., feel deeply the loss of a real friend and true Brother; therefore be it

Resolved, That a copy of these resolutions be sent to the bereaved family, and a copy sent to our official Journal for publication; and be it further

Resolved, That a copy of these resolutions be spread on our minutes, and our charter be draped for a period of 30 days.

CHARLES E. MOONEY,  
CLIFTON C. DAHL,  
HARRY COHEN,  
Committee.

To me it seems as if when God conceived the world, that was poetry; He formed it, and that was sculpture; He varied and colored it, and that was painting; and then, crowning all, He peopled it with living beings, and that was the grand divine, eternal drama.—Charlotte Cushman.

**DEATH CLAIMS PAID FROM JANUARY 1 TO JANUARY 31, 1931, INC.**

L. L.	Name	Amount
I. O. E. N.	Fraleigh.....	\$1,000.00
110	H. Wedekind.....	1,000.00
9	J. E. Ryan.....	1,000.00
39	J. E. Walker.....	1,000.00
135	T. E. Strauss.....	1,000.00
39	P. H. Edelman.....	1,000.00
57	J. L. Laughlin.....	1,000.00
340	J. C. Faux.....	1,000.00
51	H. Carpenter.....	1,000.00
581	William Gerard.....	1,000.00
361	E. B. Shreve.....	1,000.00
81	Jerry Cotter.....	1,000.00
648	C. E. Billingslea.....	1,000.00
3	M. Karhan.....	1,000.00
134	J. Schneller.....	1,000.00
I. O. E. O.	Corpening.....	1,000.00
532	A. G. Joneson.....	1,000.00
104	R. J. McDonald.....	1,000.00
36	W. C. Howard.....	1,000.00
103	G. F. Fiebranz.....	1,000.00
8	Frank Zaenger.....	1,000.00
102	John Van Heusden.....	1,000.00
6	J. D. Haile.....	650.00
134	A. A. Hall.....	1,000.00
103	H. F. Dow.....	1,000.00
537	A. Allison.....	1,000.00
134	E. R. Lauer.....	1,000.00
103	W. F. Garvey.....	300.00
195	A. Milbrath.....	1,000.00
269	Robert Bauman.....	1,000.00
18	F. X. Sinclair.....	300.00
134	J. J. Cierden.....	1,000.00
40	B. F. Turner.....	1,000.00
I. O. C.	Hollinger.....	1,000.00
104	A. J. Kenney.....	1,000.00
43	Jas. G. Smith.....	1,000.00
6	A. Marks.....	1,000.00
26	C. J. Seger.....	1,000.00

Total Claims paid from January 1 to January 31, 1931..... \$36,250.00  
Total Claims previously paid..... \$2,169,686.10

Total Claims paid..... \$2,205,936.10

**All City Dwellers Should Learn First Aid**

Educational policies by which all citizens of cities would be trained in first aid and in the handling of accident cases as one means of combating the ever-increasing toll of death by traffic accidents were urged in recent newspaper interviews in London by Sir Arthur Stanley, head of the Council of the British Red Cross Society, and by Capt. A. N. Cahusac, chief secretary of the St. John Ambulance Association. Many victims of street accidents are still further injured and not infrequently killed, Sir Arthur stated, by ignorant attempts of bystanders to render aid before the ambulance surgeon or other skilled person reaches the scene. In general, he urged, the victim of an accident should be left alone except perhaps to place a low pillow under his head or coverings of coats or other materials over the body as an aid to warmth. Bleeding should be stopped, when necessary, by pressure on the bleeding part either by the hands or by a tourniquet. Almost never is it safe to move the victim by lifting or dragging the body until an expert examination has been made. Such lifting of an accident victim often results, the British experts believe, in further serious injuries, especially in cases of fractured bones. Virtually all employees of railway companies, street car companies and similar organizations now are trained in first aid, Captain Cahusac pointed out, as a part of their employment. London policemen are similarly trained.



## “ENDORSED”



The popular idea of the day is to secure “endorsements” of some kind or other, if a firm desires to sell its products. It becomes a source of wonder just how much it means to the individual if a famous actress, sportsman or diplomat endorses any particular line. Would YOU buy something because it was “highly endorsed” by the well-known So-and-So, **or because it was what you needed at the best price obtainable?**

Our files contain voluntary endorsements that do not carry names of famous folk, but we venture to say there is something vital in each one that reaches home. For instance, this one:

“Enclosed you will find check to cover payments of three policies.

“I was compelled to borrow the money in order to pay the premiums, but would rather pay the premium and have the protection than to be in the predicament that I was compelled to be a witness of:

“I attended the funeral of a 7-year-old boy, whose little body was crushed under a truck. His father is a member of the I. B. E. W. Unfortunately, the boy was not insured, and his father is unemployed. It was a very trying situation.”



One of the pathetic little tragedies that happen every day—only new to us when it's our neighbor next door. **OBEY THAT IMPULSE NOW**—send in the application on the reverse side of the page **TODAY**. We'll send additional applications for the rest of the family on request.



# APPLICATION FOR INSURANCE

## ELECTRICAL WORKERS' FAMILY POLICY

UNION COOPERATIVE INSURANCE ASSOCIATION,  
Washington, D. C.

I certify that I am the ..... of ..... a member  
(Give relationship)

of the International Brotherhood of Electrical Workers, Local Union No. ...., and I hereby apply for.....

units or \$ ..... life insurance, and will pay \$ ..... each.....  
(Year, half-year, quarter or month)

I certify that I have no impairment in my health or physical condition, and have no deformity, except.....

(State any exceptions)

Date of Birth..... Occupation ..... Race .....  
(Month-Day-Year)

Birthplace ..... Sex .....

Beneficiary ..... Relationship .....  
(State full name and relationship of person to whom insurance is to be paid at your death)

Address of Beneficiary.....

My name is.....  
(Print your name in full—not initials. If married, use own name, such as "Helen Smith" and not husband's name, as "Mrs. James Smith")

My address is.....  
(Street and number—City and State)

Date.....  
(Signature in full)

### QUESTIONS BELOW TO BE ANSWERED IF APPLICANT IS A MINOR

1. Father of Child.	Full Name	Birthplace
	Birth Date	Occupation
2. Mother of Child.	Full Name	Birthplace
	Birth Date	Occupation
3. Premiums will be paid by:	Name	
	Address	

(Signature of Parent or Guardian)

(The Union Cooperative Insurance Association reserves the right to reject any applicant for this insurance for any cause whatever and in case of rejection will return to the applicant the full amount of the payment forwarded with this application. The insurance will become effective on date issued by the Union Cooperative Insurance Association at its Home Office in Washington, D. C.)

**NOTE:** Age limits, 1 to 50 years. Issued in units of \$250.00. Limit of insurance for any one person: Ages 1-5, inclusive—\$250.00. Ages 6-50, inclusive—\$500.00.

**Cost per unit:** If paid annually, \$3.60; Semi-annually, \$1.80; Quarterly, 90 cents; Monthly, 30 cents or "Penny a Day."

Receipts issued for premium payments will show date next payment is due. No additional premium notices will be sent.

Make Checks Payable to  
**INTERNATIONAL BROTHERHOOD of ELECTRICAL WORKERS**  
G. M. Bugniazet

and Send with Application to International Brotherhood of Electrical Workers, Washington, D. C.

(Family Group Policy—Application Copyright, 1928, J. R. Biggs)



Cut Here

Cut Here



## MR. GIFFORD'S NOBLE PRINCIPLES ARE EXAMINED

(Continued from page 61)

science working overtime. What possible need would the workers in an enterprise so managed have of trade union protection? Its chief interest, however, to those of us who have some knowledge of telephone employee relationships is that it presents an utterly false picture of telephone performance in that field:

"The doctrine of laissez-faire which was in vogue when this country began its independent career and for many years after is still adhered to in principle by many people in business," Mr. Gifford asseverates, "Its essence was that the greatest good to the greatest number is attained by adding together the greatest good which each individual could achieve for himself. It was an extremely individualistic doctrine. Coincident with the organization of big business has come the belief that extreme individualism must be tempered with a regard for social consequences. In some cases big businesses have not gathered this new conception for themselves as rapidly as the public accepted it for them. But the process has gone on very rapidly. The adjustment of big business to democracy, so that it works smoothly, efficiently, and to the end of widespread prosperity, gives ample scope to the energies and abilities of our people. We could greatly increase our prosperity and stabilize it, if we made but such reasonable strides as we ought to expect in this field of human relations. It is perhaps a moral and ethical field, yet results in it are as surely translatable into economic progress as are the discoveries of pure science."

The telephone policy is more vicious by far than the mere negation of laissez-faire. It is, as everyone knows, an active, aggressive, inexorable one of repressive, hostile union-smashing—a leader-corrupting, spy-maintaining organism under which no genuine, democratic self-expression of its 500,000 employees can possibly exist. This is not hearsay or opinion or prejudice. Our organization history is replete with proof of these assertions and since for the time being we appear to be compelled to accept the bitter role of serfs of the triple monopoly, it might become us to keep quiet about it if this anti-humanist institution did not insist on parading itself as teacher, exponent and prophet of a noble social economy.

### Sweet Words—Strong-Arm Practices

Read this and weep if you happen to be one of the thousands of operators thrown out of the telephone service in the last few years because of the automatic system. Without dismissal wage, without allowance for the indisputable claim on pension and disability funds withheld from wages, cut off actually from all opportunity to earn a living at their trade—this is current telephone practice in the field of technological unemployment. Contrast this policy with the public avowal of Mr. Gifford:

"In the days of laissez-faire, if a new process threw people out of work, they were merely the victims of progress. At present this process is called technological unemployment and there is an increasing disposition on the part of the public to expect industry to make these transitions as easy on the individuals concerned as possible, as well as to improve the processes of industry as a whole—and business accepts this responsibility. Readjustment is the price of progress. Of course, with a civilization which involves intricate machinery and interdependent relationships,

the result of given tendencies is not always obvious until too late to prevent some temporary hardship on the part of small groups of our population. By and large, however, the hazards of readjustment are avoidable. Such stumbling as we may witness along the road of progress will be due not to acts of God, but to the failure of man.

"It is becoming more and more generally recognized that business has a distinct responsibility in providing that the economic readjustments demanded by industrial progress are effected with the greatest possible ease. Readjustment should not be allowed to generate maladjustment."

The Telephone Company chief believes in a "democratic conception of prosperity". "Our modern conception is that well-being as well as government shall be of, for and by the people. Prosperity for the multitude cannot be based on one man's taking riches from another. Riches for the few at the expense of the many is always in danger of attack from within and without our national boundaries \* \* \* prosperity of the few does not unite the energy, resourcefulness and ambitions of the multitude to its support and enlargement."

These and similar phrases and ideas weave their golden threads through the fabric of Mr. Gifford's discourse.

### Hard Wage Facts

Let's look at the case histories and see how these telephone theories square with telephone facts on this timely topic of spreading prosperity a little thinner.

I'll use the operators to prove my point that prosperity for telephone workers has stood still during the last 10 years, most of which time Mr. Gifford has been incumbent as president. The operators constitute the largest single group of employees in the telephone service, numbering well up to 250,000 in the early years of the decade, with 150,000 or so employed by Bell at present.

The wage statistics which follow apply specifically to the New England Telephone Company. I worked for this company for 12 years; I know its wage history intimately; it operates in the richest field of telephone revenue in the country, so here if anywhere the "prosperity for the multitude" idea ought to work. I'll prove something else with these figures—that one factor and one factor alone levels telephone wages upward—not Mr. Gifford's noble words—not the benevolent trusteeship of the Bell monopoly—not the American conception of democracy in prosperity—but trade union organization. Let us depart from phrases and tell the story in facts, the hard, cold, inexorable testimony of pay envelope results under organization and then under company nurture and benevolence.

It is nearly 20 years since the union idea took anything like permanent root in the telephone industry. It happens rather conveniently for the purpose of our thesis that the first 10 years or so of that period marked a steady, progressive, competent growth in trade union power. The second decade has been for the entire telephone industry 10 years of disorganization, of "employee representation," of company unionism of one kind or another. Let us disregard altogether the dark days of pre-unionism, forget the \$6 and \$7 a week wage, the nine-and-one-half-hour day, the unpaid overtime, the uncompensated Sunday and holiday work. The present generation of operators knows them not except as the babbling of the superannuated. So let those of us who know them only too well relegate them to some forgotten storehouse

of our memory and recall them only when safely surrounded by our contemporaries. But then let us not dare forget that they existed as working commonplaces of the telephone business until the bright dawn of unionism annihilated their dark mediaevalism.

### Rapid Wage Increases

Our concern now is what happened to wages particularly, since that is the most significant barometer of wage earners' progress, during the years of union power, and conversely the pay-envelope picture during the decade of company domination. We began in 1912 with an approximate wage of seven dollars a week, to use the figures affecting the largest number of individuals. The average length of service for operators at that time was about four years. A four-year operator's wage was seven dollars. The few 10-year veterans got \$10 a week, and the supervisors got \$12. The first increase in wages under the union raised these four-year \$7 girls to \$10 a week. This result was achieved by the double expedient of securing a wage increase and by standardizing the wage scale—raises being based on length of service rather than office politics and favoritism. The next step under union negotiation brought the maximum operators' wage to \$14 in 1914. In 1916 the union made \$16 the high operators' wage; in 1919 it went to \$22 for five and one-half years' service—a wage increase during eight years of 120 per cent on the maximum wage, a reduction in the period necessary to reach the maximum of four and one-half years, or almost 50 per cent.

Every one of these wage increases was a general, cumulative extension of earning power, every one of them was secured by the direct initiative and diligence of the union. Although the company fiercely contested each and every wage demand of the union, all these benefits were secured without strike except in the 1919 instance when the Burleson government control regime made a strike necessary.

Everybody knows that the unions lost their grip on the situation from 1920 on for causes which do not bear upon this particular subject. Since about that year, therefore, wage increases have been dependent upon company generosity and goodwill. What happened? Not one general increase in wages affecting every operator on the payroll. Eloquent indictment of the wage policy of the telephone company when unhampered by union control. Ten years without a wage lift—but several very lucrative rate lifts. Did anybody get a raise? Yes, the 10-year girls got a "merit" raise of \$1 in 1927, and in 1930 the eight-year girls got a dollar similarly designated. Ten years of unionism produced raises of 120 per cent and reduction of the maximum period of over 50 per cent. Ten years of non-unionism or weak unionism produced increases of 10 per cent and an increase in the maximum period of 60 per cent. And please do not fail to note the return of the insidious if euphonistic "merit" raise system.

This, then, is the road to plenty for the workers in a prosperous enterprise. New inventions or the perfection of old devices have reduced telephone labor costs enormously in the last 10 years. Operator productivity has certainly doubled as a result of progress in the art of telephony in that period. But prosperity translated into the operator's pay envelope means a wage of \$24 a week after eight years of service. She begins at \$11 or \$12 a week and plods her long and weary eight-year



pull to that \$24 summit, soothed and heartened by Mr. Gifford's well-exploited belief that material well-being belongs to the multitude rather than the few. As previously stated in this article, Mr. Gifford's salary is \$200,000 a year.

#### No Wage Increases

The dramatic failure of the telephone company in the field of industrial relations lies not in these wage schedules, niggardly though they be—not in its iniquitous and universal spy system, not in the initiative-stifling torpor of its company unionism, for these are the essential by-products of its anti-union policy. We may plead for unionism for our ends and our purposes, for the industry is ours as well as theirs, we who have put our working lives into it. We seek, of course, the natural and practically inevitable results of unionism in the way of better wages and better material returns. But we would under a rational and enlightened labor policy give as well as take. This is the major crime of the telephone industry against its workers—sheer wanton wastage of the invaluable resources which lie in its 500,000 personnel. It could if it would raise the furtive, stool-pigeon, spy-ridden psychology of its underpaid army to the constructive dignity of partnership and co-operative effort for the good of the industry as a whole. The moral values involved for the workers are obvious; for management and public, too, unionism would pay its way in the intangible assets of good faith, honesty, genuine progress. Unionism would raise up the "no men" of character, of intelligence in which this industry stands, too, in such dire need.

Mr. Gifford's high-sounding principles, paraded before a gullible public, clang emptily in the light of this labor record.

#### TRADE UNION TRAINING IN PHILADELPHIA

(Continued from page 72)

pension from work for each absence or lateness, accompanied by the three-strike clause. International Vice President Kloter, and Business Manager Loftus, handle all offenders with only outstanding cases going to the executive board. This, in my opinion, is the superior method. As each case is decided upon, the apprentice is furnished with a paper to be shown, the following Saturday, to the teachers of the classes missed. This paper is marked "excused", "not excused", or "under investigation". He is not admitted to class without this form. During the school term, apprentices are never permitted to work on Saturday mornings, even though they would earn double time.

#### Journeymen Included

With the school for apprentices well under way, our next step was to provide training for journeymen. This was organized during August and September and started in October. This work of organization was much simpler than that connected with the apprentices. The men were allowed to choose between four hours on Saturday morning or two evenings of two hours each. They also named the subjects desired. Classes were made up from these signed requests, the work being done entirely from questionnaires.

Classes are now held on Monday and Wednesday evenings for the study of electrical theory or cable splicing. An evening student may take only one of these, and we have but one class in each subject operating.

Saturday morning is the popular choice of time. We have one four-hour class in cable splicing and two groups that take two hours of splicing and two of theory. Those who desired to take theory only on Saturday, were given the choice of the drawing room or electrical laboratory for the other two hours. These men are being cared for as individuals in the same rooms with the apprentices.

With sufficient demand, training for journeymen may be extended to any desired subject.

In making the first assignment of subjects for apprentices, the roster makers realized the best they could do was only a guess—good or bad. Last summer Philadelphia was electrically busy, and a number of new apprentices were admitted. Others, inspired by opportunity, raised their card. These facts, coupled with the entrance of the journeymen, swelled the total enrollment for the fall opening. It meant reorganization, the addition of teachers, and the opportunity to correct any previous errors. A distinct advantage at this time, was the assistance of the teachers who had been in contact with the boys in class and thus able to express an opinion as to whether one's course should be changed, continued or repeated. This work will have to be done periodically in the future and will be based on the student's record in class.

#### Present Curriculum

At the present time, the Saturday morning school is made up of 12 teachers, 85 journeymen, and 175 apprentices. Fifty journeymen attend the evening classes. In addition to these, there are about 20 members attending such schools as Drexel or Spring Garden Institutes. The local also has six members taking work in vocational teacher training at the University of Pennsylvania.

Having already outlined the work being conducted for journeymen, I now wish to tell briefly what we are doing for the apprentice. The school is open from 8 a. m. to 12 m. on a basis of four periods of one hour each. There are other groups in the school, sponsored by the Metal Manufacturers Association, the Sheet Metal Workers, and the Carpenters. Each group is cared for separately, and I shall, therefore, only discuss the Electrical Workers. The shops, laboratory, and drawing room are conducted on a double period basis, and most classrooms on single periods. The following subjects make up the curriculum:

**English.** Single periods, two grades. Designed to help the student with what he may need for everyday use, both in an oral and written manner. Includes trade terms, pronunciation, oral expression, spelling, punctuation, etc. Talks on industrial economics and personal hygiene.

**Mathematics.** Single periods, four grades. Fractions, decimals, percentage, mensuration, algebra, plane geometry and trigonometry. Greater emphasis on fundamentals. Effort to start student at his own level.

**Electrical Drawing.** Double periods, two grades. Entirely individualized instruction, each working his problem at his own pace. Not intended as a draftsman's course but rather to familiarize student with the use of electrical and mechanical drawings, charts and tables; along with the ability to express oneself graphically.

**Electric Wiring.** Double periods, two grades. Study and use of tools, materials and standard practice. Great stress on ability to think out, draw, and construct fundamental circuits. All types of work included. Given to all beginners.

Aim to cultivate neatness, respect for craftsmanship, co-ordination of hands and mind and the desire to do things well. Instructor to pass judgment on mechanical aptitude.

**Electrical Theory.** Single periods, two grades. Fundamental laws and principles of electricity and magnetism. Meaning and use of units, measurements, and formulas and the theory of electrical equipment in general.

**Electrical Laboratory.** Double periods, two grades. Prerequisite: Wiring and theory or equivalent experience. Practical application and proof of theory. Connecting and testing of all types of meters, motors, generators, transformers, etc. Observing and recording of all results required.

**Metal and Machine Shop Practice.** Double periods, one grade. Knowledge and use of metal working tools and processes related to electrical trade. Laying out, cutting, bending, drilling, tapping, threading, soldering, brazing and forging of metals.

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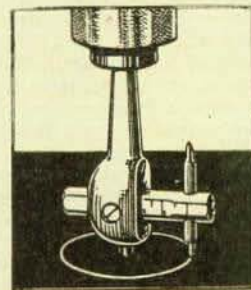
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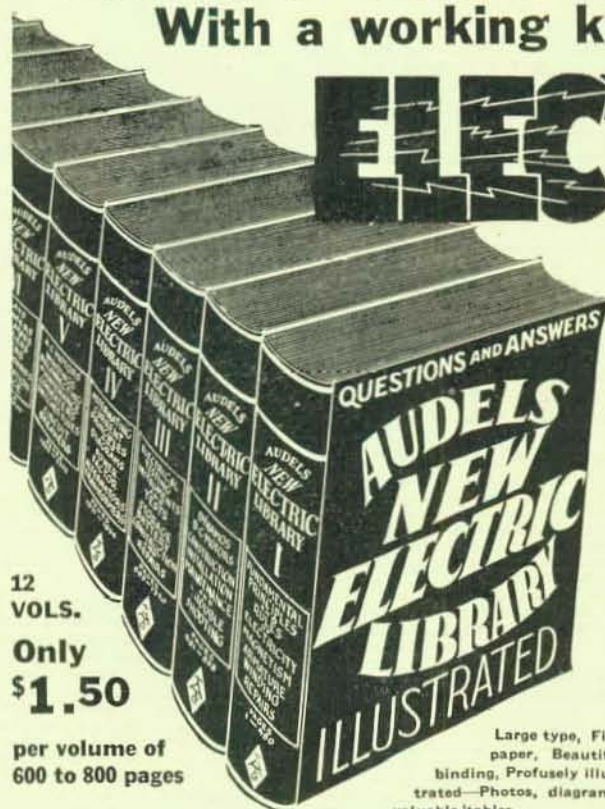
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### FRANCE—GERMANY HAVE ECONOMIC COUNCILS

(Continued from page 79)

erals, machinery, construction, transportation, public service, etc. It seems to me that the recognized trade associations, labor unions, and consumers' organizations in these different industrial groups should be co-ordinated to form industrial economic councils for each particular group of industries, and submit a list of delegates which would include delegates from the employers, workers, and consumers' societies for the national council. This form of organization would provide a firm foundation both for the collection of facts and information and for the dissemination of the work of the economic council. It would also provide a good medium for maintaining contact between the ideas developed at the center in Washington and the ideas current throughout the country.

#### Research Prominent

In view of the size of our country, it is unlikely that all industries could be properly represented in a body that would be less than say, 150 to 175 members, but as this plenary session would be held only once a year that would not lead to the inconveniences that large bodies of people usually have in discussing and carrying on technical investigations. The real work would fall upon the committees which could be called together periodically and which would bring to their task a knowledge of conditions and tendencies. A permanent staff of technical experts working under the direction of these committees would carry on the real work of research for the committees. While it is possible that in many cases these committees would have to inaugurate special collection of data, a good deal of its work would be facilitated by the fact that a great part of its data is already available in the various government departments and could be made greater use of for purposes of study and analysis. In a way, the work of the National Economic Council and its committees would be in the nature of a central agency correlating and co-ordinating the data already being collected by the various government departments, a lot of which are now lying idle and unused. That new material could also be gathered without great difficulty was manifested during 1918 by the War Industries Board.

In some industries there already exist today industrial relations councils, for instance, in the building industry or in the

printing industry, and these could be made the foundations of the larger industrial councils.

However, if such a system of organization seems too elaborate, the industrial economic councils might be dispensed with and the various organizations now in existence, such as chambers of commerce, trade associations, international labor unions, the International Association of Manufacturers, the American Federation of Labor, the National Grange, the National Farm Bureau Association, the Consumers' League, the League for Women Voters, and similar organizations, could be co-ordinated to nominate their delegates always on the basis of equal representation of different economic groups, to form a national economic council direct.

8. What would be the place of research men and engineers in this council?

I think experience would suggest that research men, engineers, and managers, and social scientists be singled out as a distinct group and be given representation on the council. This is based on the assumption that these groups, because of the particular position in industry and economic life, are inclined and even impelled to take a point of view which would reconcile antagonistic interests. They would thus supply a necessary corrective on the council in cases of disagreement.

In addition, research men would be required as members of a permanent staff to be employed by the council for study and investigation.

9. How would such a council have acted, in this depression, if one had been set up?

Had a national economic council been in existence since 1927, and had it performed its functions properly, it could have made the country aware of what was already evident in the beginning of 1929. The fact that, early in 1929 and even on the eve of the crash, many economists were predicting indefinite prosperity, and that even the President's committee on recent economic changes had no inkling of a coming depression six months before it came, would seem to imply the futility of relying on economic experts and their opinions. The question, however, seems to me to be somewhat different. The reasons for the unawareness of those who were supposed to know are chiefly two. One is that many of these experts in their daily capacities are connected with the very institutions which were deeply involved in the speculative excitement which was one of the main features of the crash. Secondly, these various observers and analysts of our economic life were working independently without co-ordination and without the very systematic body of facts and the checking up of different and opposing opinions which the national economic council would provide. It seems to me that, had such an economic council existed it would have been impossible for its members, composed from different sections of the country and all the economic interests, not to be made aware of stresses and strains which were beginning to be felt in certain industries already in the spring and early summer of 1929.

(Continued on page 112)

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Book, Day.....	1.50	Receipt Book, Miscellaneous (300 receipts).....	2.40
Book, Roll Call.....	1.50	Receipt Book, Miscellaneous (750 receipts).....	4.80
Carbon for receipt books.....	.05	Receipt Book, Overtime assessment (300 receipts).....	2.40
Charm, vest chain slide.....	5.00	Receipt Book, Overtime assessment (750 receipts).....	4.80
Charters, Duplicate.....	1.00	Receipt Book, Financial Secretary's.....	.35
Complete Local Charter Outfit.....	25.00	Receipt Book, Treasurer's.....	.35
Constitution, per 100.....	7.50	Receipt Holders, each.....	.25
Single Copies.....	.10	Research weekly report cards, per 100.....	.50
Electrical Worker, Subscription per year.....	2.00	Seal, cut of.....	1.00
Envelopes, Official, per 100.....	1.00	Seal.....	4.00
Gavels, each.....	.50	Seal (pocket).....	7.50
Ledger, loose leaf binder, Financial Secretary's, 26 tab index.....	6.50	Withdrawal Cards, with Trans. Cds., per dozen.....	.50
Ledger pages to fit above ledger, per 100.....	1.50	Warrant Book, for R. S.....	.50
Ledger, Financial Secretary's, 100 pages.....	3.00		
Ledger, Financial Secretary's, 200 pages.....	4.50		
Ledger, Financial Secretary's, 400 pages.....	8.75		
(Extra Heavy Binding)			
Ledger, loose-leaf research, including tabs.....	15.00		

#### FOR E. W. B. A.

Application Blanks, per 100.....	.75	Constitution and By-Laws, per 100.....	7.50
Book, Minute.....	1.50	Single Copies.....	.10
Charters, Duplicates.....	.50	Rituals, each.....	.25
		Reinstatement Blanks, per 100.....	.75

METAL



1225 LABEL

NOTE—The above articles will be supplied when the requisite amount of cash accompanies the order. Otherwise the order will not be recognized. All supplies sent by us have postage or express charges prepaid.

ADDRESS, G. M. BUGNIAZET, I. S.





## LOCAL UNION OFFICIAL RECEIPTS FROM DECEMBER

11, 1930, TO JANUARY 10, 1931



L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS
I. O.-----	20985 21795	86.-----	167201 167212	165.-----	654609 654623	288.-----	96791 96819	407.-----	731933 731938
1.-----	2438 2467	87.-----	679161 679170	167.-----	628795 628809	291.-----	527846 527863	408.-----	214010 214010
1.-----	963738 963748	88.-----	720742 720771	173.-----	23133 23143	292.-----	337677 337900	409.-----	201028 201096
1.-----	132763 132778	90.-----	108197 108283	174.-----	620022 620038	293.-----	660604 660619	409.-----	139501 139503
1.-----	19571 19605	90.-----	6991	176.-----	335006 335068	295.-----	31210 31222	410.-----	606361 606367
1.-----	218510 218693	93.-----	934916 934931	177.-----	10527 10529	296.-----	977094 977099	411.-----	608637 608648
2.-----	297191 297360	94.-----	690661 690666	177.-----	6486 6551	298.-----	231119 231160	413.-----	152809 152947
3 Series A. 33953-33955		95.-----	558549 558562	177.-----	6305 6307	300.-----	960800 960807	415.-----	143701 143707
3 " A. 32677-32694		98.-----	37501 37614	178.-----	397480 397497	301.-----	670650 670672	415.-----	701475 701495
3 " B. 7958-7960		98.-----	145032 146267	180.-----	164420 164462	301.-----	145501 145502	415.-----	49801 49805
3 " C. 8130-8184		98.-----	90017 90121	181.-----	194444 194504	302.-----	702876 702888	416.-----	90906 90916
3 " D. 8454-8462		99.-----	8941 9000	183.-----	261652 261670	302.-----	25809 25817	417.-----	249644 249671
4.-----	647290 647300	99.-----	135050 135120	187.-----	705971 705996	303.-----	528241 528244	418.-----	33008 33008
5.-----	164031 164250	100.-----	108089 108096	188.-----	432404 432407	306.-----	7240 7282	418.-----	229117 229209
5.-----	176251 176490	100.-----	36903 36904	190.-----	688054 688071	306.-----	28202 158766	421.-----	187601 187630
6.-----	141001 141004	101.-----	574454 574472	191.-----	259893 259910	307.-----	680675 680683	426.-----	700463 700470
6.-----	64336 64475	102.-----	110406 110644	193.-----	260654 260700	308.-----	158739 145818	427.-----	4522 4523
7.-----	14716 14723	102.-----	8101 8105	194.-----	1 4	309.-----	145801 145818	427.-----	134529 134566
7.-----	111881 111978	103.-----	126041 126240	194.-----	959439 959479	309.-----	133432 133500	427.-----	1374 1443
7.-----	13899 13931	103.-----	43291 44670	194.-----	24901 24907	309.-----	120001 120244	430.-----	258111 258128
8.-----	868055 868084	103.-----	31502 31506	195.-----	336025 336114	312.-----	11468 3808	431.-----	39301 39302
9.-----	144041 144750	104.-----	17001 17020	196.-----	960150 960181	313.-----	3731 307366	431.-----	989996 989996
9.-----	140251 140640	104.-----	141631 141750	197.-----	583665 583670	314.-----	307352 307366	432.-----	601877 601880
14.-----	36868 36880	105.-----	136055 136106	200.-----	25011 25055	314.-----	13503 705250	434.-----	662191 662200
15.-----	863811 863826	106.-----	187501 187510	201.-----	723883 723900	316.-----	705238 112600	435.-----	66771 66780
16.-----	671496 671510	106.-----	910053 910088	203.-----	630557 630563	317.-----	112573 682252	435.-----	130513 130516
17.-----	50708 50718	107.-----	5545 5570	204.-----	622983 623010	318.-----	682252 114348	437.-----	11761 117619
17.-----	295951 296490	109.-----	648756 648770	205.-----	174080 174092	319.-----	114341 706810	437.-----	40501 40530
18.-----	137428 137817	110.-----	93125 93218	209.-----	206432 206464	321.-----	706796 854670	440.-----	123681 123690
18.-----	14116 14156	110.-----	138753 138754	210.-----	122125 122197	322.-----	854670 1806	441.-----	703509 703523
18.-----	24308 24320	111.-----	259221 259227	212.-----	26368 26415	323.-----	2701 2717	442.-----	39824 39834
21.-----	635171 635187	113.-----	837216 837254	212.-----	157172 157192	323.-----	2121 2210	443.-----	680372 680377
26.-----	7 15	114.-----	733728 733737	212.-----	91661 91687	323.-----	2121 38056	444.-----	528636 528657
26.-----	98216 98250	115.-----	667195 667204	213.-----	179290 179667	325.-----	38004 599811	446.-----	698814 698845
26.-----	16501 16802	117.-----	692856 692882	213.-----	45031 45117	326.-----	599811 599813	449.-----	24326 24338
26.-----	162142 162221	119.-----	700181 700181	213.-----	131255 131258	328.-----	679062 22281	450.-----	14401 14408
27.-----	869026 869043	120.-----	224838 224858	214.-----	996598 996600	329.-----	22281 176660	451.-----	608207 608213
30.-----	598462 598484	121.-----	654003 654014	214.-----	674433 674439	330.-----	176660 881813	453.-----	672736 672742
31.-----	150553 150572	122.-----	230671 230780	214.-----	32101 32112	332.-----	881813 192340	454.-----	696513 696523
32.-----	596980 596986	124.-----	2135 2147	214.-----	28564 28647	333.-----	192340 691189	456.-----	166513 166546
33.-----	441674 441696	124.-----	92143 92250	214.-----	45001 45003	334.-----	691189 622529	457.-----	759785 759788
35.-----	100863 101001	124.-----	3341 3372	215.-----	692118 692137	335.-----	622529 636497	458.-----	260871 260895
35.-----	7512 7512	124.-----	203251 203382	217.-----	983622 983627	336.-----	636497 703790	460.-----	615814 615819
36.-----	705051 705070	125.-----	157211 157706	219.-----	455788 455799	338.-----	703790 166231	461.-----	102071 102095
37.-----	105323 105354	125.-----	29709 857136	222.-----	860810 860823	340.-----	166231 777694	464.-----	652964 652971
38.-----	52501 52510	127.-----	857135 314580	222.-----	7203 27420	341.-----	777694 589326	465.-----	55501 221526
38.-----	827381 827460	129.-----	314572 314580	223.-----	27365 27420	342.-----	589326 23421	465.-----	221443 221526
39.-----	92611 92798	130.-----	128571 129039	226.-----	705738 705775	344.-----	23421 655530	468.-----	666246 666253
40.-----	30037 30077	131.-----	26726 26778	229.-----	654358 654368	345.-----	655530 192133	471.-----	6957 6976
40.-----	135048 135240	132.-----	691779 691782	230.-----	93834 93876	347.-----	192133 189470	473.-----	621020 621025
40.-----	23113 23116	133.-----	316243 316261	231.-----	776181 776197	348.-----	189470 13203	474.-----	200737 200824
41.-----	115626 115885	134.-----	52177 52500	232.-----	265415 265432	348.-----	13203 123001	477.-----	29406 29439
43.-----	949781 949850	134.-----	51441 51525	233.-----	655376 655400	348.-----	123001 129126	481.-----	173891 174000
43.-----	117751 117910	134.-----	58020 58500	235.-----	682745 682756	349.-----	129126 663708	481.-----	209251 209285
44.-----	973472 973479	134.-----	155431 155481	236.-----	661235 661243	349.-----	663708 944	482.-----	615531 615536
45.-----	12910 12919	134.-----	50271 51000	237.-----	8766 8796	350.-----	944 197285	483.-----	114981 115148
46.-----	973861 973940	134.-----	156221 156301	238.-----	681295 681319	351.-----	197285 153071	488.-----	125251 125275
47.-----	651144 651160	134.-----	156751 156807	240.-----	857747 857755	352.-----	153071 189742	490.-----	80690 80694
48.-----	18901 18940	134.-----	159751 160081	241.-----	606922 606931	353.-----	189742 8710	492.-----	865768 865823
48.-----	4801 4850	134.-----	84440 84750	242.-----	34201 34205	353.-----	8710 165269	497.-----	204007 204020
48.-----	62911 63000	134.-----	57584 57750	243.-----	138794 138805	354.-----	165269 638564	497.-----	147301 147303
48.-----	121501 121560	134.-----	55011 55500	244.-----	704355 704358	355.-----	638564 653170	500.-----	51002 21314
50.-----	261127 261162	134.-----	153001 155250	245.-----	136987 137056	356.-----	653170 172530	500.-----	262327 262390
51.-----	923248 923284	134.-----	51751 52500	246.-----	189905 189917	358.-----	172530 105925	502.-----	674832 674844
52.-----	39812 39835	134.-----	48751 49410	247.-----	604405 604415	363.-----	105905 955801	504.-----	793388 793400
52.-----	201351 201750	134.-----	88575 89250	248.-----	671871 671890	364.-----	955801 130521	507.-----	668034 668038
53.-----	216297 216356	134.-----	51001 51440	250.-----	616187 616211	364.-----	130521 822312	508.-----	934522 934553
54.-----	618075 618093	134.-----	53251 54000	250.-----	34801 694957	365.-----	822312 635086	509.-----	15614 15631
55.-----	802428 802439	134.-----	156001 156220	251.-----	694957 149492	366.-----	635086 833461	510.-----	704157 704177
56.-----	66309 66318	134.-----	155251 155430	252.-----	149492 98962	367.-----	833461 259585	514.-----	207471 207550
56.-----	112938 112990	134.-----	52501 53250	254.-----	98962 56535	368.-----	259585 163101	516.-----	618499 618500
57.-----	172652 172664	134.-----	60001 60750	255.-----	56535 300670	369.-----	163101 649505	516.-----	141



L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS		
561	30578	30745	664	607620	607639	798	954503	954513	1024	118133	118175
564	27003	27004	665	55801	55802	802	674775	674782	1025	973060	973063
564	740732	740736	665	555563	555620	809	644526	644544	1032	767937	767958
565	902809	902825	665	144001	144012	811	968067	968073	1032	52201	52202
567	118686	118750	665	21301	21380	817	146494	146703	1036	445974	445986
567	10501	10510	666	105851	105939	817	127517	127520	1037	19781	19900
568	199843	200078	668	74409	74425	818	694641	694644	1037	129789	
570	15940	15959	670	175765	175774	819	656722	656736	1045	280106	280107
572	263162	263168	675	32844	32969	820	50407	50417	1047	168775	168807
574	928546	928573	677	122428	122445	828	703187		1054	733191	733199
574	24005		677	20104	20105	835	80101	80109	1057	482381	482394
574	28201	28202	678	24021	24026	838	681001	681026	1072	858517	858525
575	9614	9640	679	650115	650121	840	664746	664756	1087	681280	681288
577	33601	33610	680	706114	706122	849	623469	623471	1091	350918	350939
578	34528	34620	681	21001		854	204832	204874	1095	3968	3987
580	642735	642740	681	458074	458098	855	3955	3972	1099	787437	787451
583	883017	883040	683	4851	4873	857	683654	683666	1108	22836	22855
584	210982	211087	684	538737	538760	858	52803		1118	1309	1369
584	140259	140266	685	697061	697076	858	139528	139593	1131	994481	994490
584	96402	96499	686	30804	30813	862	11714	11735	1135	614126	614135
584	57755	57761	688	18545	18555	863	702100	702122	1135	64204	64205
585	721315	721323	691	690472	690486	865	114063	114155	1141	409	439
586	667070	667100	694	128509	128587	865	10201	10202	1141	20403	20413
588	823750	823780	695	717115	717140	869	546611	546633	1144	533902	533907
591	695063	695070	696	907769	907815	870	794548	794588	1147	30936	30957
592	263720	263723	701	812270	812271	873	364255	364265	1151	459881	459882
593	2701	2724	702	33909	33912	875	625276	625271	1154	323172	323196
594	691541	691548	702	339090	339204	877	680086	680102	1156	30905	30906
595	23401	23403	707	195751	195772	885	30605	30609	1156	131361	131456
595	211842	211942	710	611306	611330	885	641	684			
595	45904	45906	712	497750	497771	886	259422	259443			
596	440481	440492	716	1533	1550	890	706386	706394			
598	664461	664473	716	26407	26408	892	651761	651784			
599	924593	924605	716	124231	124460	900	597650	597674			
600	1539	1551	717	222338	222402	962	31512	31547			
601	546527	546551	717	9603	9604	907	38977	38981			
602	27601	27618	719	441621	441649	912	6009	6012			
602	42301	42302	723	26044	26147	912	122336	122410			
602	536226	536250	725	817775	817800	914	169501	169552			
603	620753	620770	728	949432	949442	918	704761	704782			
603	19501		729	14779	14786	919	59301	59305			
607	600871	600876	731	460214	460234	931	862527	862533			
611	142605	142623	732	125566	125601	937	15298	15324			
613	119732	119814	732	26705		940	669613	669623			
617	99826	99890	734	140103	140202	943	669236	669238			
618	20412		735	670910	670919	948	12961	12999			
618	22521	22528	743	1929	1981	948	188275	188315			
619	675371	675380	746	621400	621414	948	31528	31539			
623	90081	90108	747	263457	263467	953	134229	134242			
625	482193	482250	757	31824	31851	956	632908	632913			
625	36601	36606	759	262528	262532	958	637269	637274			
627	852576	852586	760	603336	603352	963	38591	38604			
630	334239	334253	762	9041	9065	968	869549	869550			
631	944855	944874	763	26132	26148	968	9301	9302			
632	678295	678327	765	24592	24598	969	634137	634146			
636	123041	123088	770	3334	3375	970	694467	694473			
640	33301	33302	771	330568	330571	971	443073	443077			
640	33491	33531	772	702268	702275	972	665086	665088			
642	141872	141918	773	8164	8234	978	326077	326094			
642	13804	13808	774	799494	799516	982	439145	439151			
646	820512		784	32701	32731	987	976395	976396			
649	216941	216976	787	916185	916198	991	677047	677060			
654	2416	2421	792	707067	707069	995	639810	639827			
656	668548	668582	794	892064	892100	1012	668929	668931			
661	205602	205615	794	39601		1021	970723	970730			

L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS		
52	39823		664	607620	607639	798	954503	954513	1024	118133	118175
50	147203.		665	55801	55802	802	674775	674782	1025	973060	973063
65	199539, 639.		665	555563	555620	809	644526	644544	1032	767937	767958
82	13446.		665	144001	144012	811	968067	968073	1032	52201	52202
83	199066-070.		665	21301	21380	817	146494	146703	1036	445974	445986
98	145748,	146139,	666	105851	105939	817	127517	127520	1037	19781	19900
	37592.		668	74409	74425	818	694641	694644	1037	129789	
103	44294, 44420.		670	175765	175774	819	656722	656736	1045	280106	280107
124	203382.		675	32844	32969	820	50407	50417	1047	168775	168807
125	157303.		677	122428	122445	828	703187		1054	733191	733199
156	702764-765.		677	20104	20105	835	80101	80109	1057	482381	482394
194	95949.		678	24021	24026	838	681001	681026	1072	858517	858525
245	137048.		679	650115	650121	840	664746	664756	1087	681280	681288
259	130512.		680	706114	706122	849	623469	623471	1091	350918	350939
284	942228.		681	21001		854	204832	204874	1095	3968	3987
292	337686.		681	458074	458098	855	3955	3972	1099	787437	787451
308	158740, 763.		683	4851	4873	857	683654	683666	1108	22836	22855
309	120052, 130, 146.		684	538737	538760	858	52803		1118	1309	1369
323	1806.		685	697061	697076	858	139528	139593	1131	994481	994490
332	881808.		686	30804	30813	862	11714	11735	1135	614126	614135
336	636506, 508.		688	18545	18555	863	702100	702122	1135	64204	64205
349	129189, 267.		691	690472	690486	865	114063	114155	1141	409	439
354	165250, 261.		694	128509	128587	865	10201	10202	1141	20403	20413
364	955819.		695	717115	717140	869	546611	546633	1144	533902	533907
389	682455.		696	907769	907815	870	794548	794588	1147	30936	30957
415	701484.		701	812270	812271	873	364255	364265	1151	459881	459882
435	66828.		702	33909	33912	875	625276	625271	1154	323172	323196
441	703522.		702	339090	339204	877	680086	680102	1156	30905	30906
465	221456.		707	195751	195772	885	30605	30609	1156	131361	131456
488	125266, 268, 115099.		710	611306	611330	885	641	684			
528	44407.		712	497750	497771	886	259422	259443			
567	118713.		716	1533	1550	890	706386	706394			
568	199958.		716	26407	26408	892	651761	651784			
584	211039, 96476.		716	124231	124460	900	597650	597674			
585	721301-310.		717	222338	222402	962	31512	31547			
601	546538.		717	9603	9604	907	38977	38981			
602	42301, 536250.		719	441621	441649	912	6009	6012			
618	22523.		723	26044	26147	912	122336	122410			
665	21319.		725	817775	817800	914	169501	169552			
678	24026.		728	949432	949442	918	704761	704782			
684	538748.		729	14779	14786	919	59301	59305			
691	690472.		731	460214	460234	931	862527	862533			
702	339088, 211.		732	125566	125601	937	15298	15324			
723	26090, 26102-2610.		732	26705		940	669613	669623			
819	656735.		734	140103	140202	943	669236	669238			
890	706393.		735	670910	670919	948	12961	12999			

## MISSING

94-690601-660.  
203-630549-556.  
255-56529.  
367-833444-460.  
584-96417-96418.  
678-24024-24025.  
948-12959-12960.

## VOID

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3 " B. 7960.  
3 " D. 8146-8147.  
8154, 8170.  
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1-218351-354.  
584-96301-96310.  
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191-259893.  
201-723895-900.  
321-706770, 780, 798-  
799.  
325-38055-056.  
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446-698836-840.

## FRANCE—GERMANY HAVE ECONOMIC COUNCILS

(Continued from page 110)

### A Compass in a Storm

In fact, I would go further and say that it should be the definite function of the National Economic Council to study the economic facts with a view of detecting trends of economic life so as to be able to warn the country in case it was swinging too far in one direction or another. As is well known, it has been urged by some that it should be the function of the Federal Reserve Board to use its power to stabilize business. The Federal Reserve Board has been unwilling either to assume such a function or to admit that it can be successfully carried out. But a national economic council, being in a position to warn the country, could supply a basis of policy for the Federal Reserve Board which it might be able to follow without assuming all the responsibility.

Had such a board been in existence, it would also have had a clearer view of the possibilities of immediate relief for the unemployed. This is shown by the record of the French Economic Council, which had a workable program in 1926 and which is now prepared to meet an emergency situation in France should the world depression also affect France in a serious way.

The point that should be kept clearly in mind is that a national economic council, working properly and methodically, should

have at its disposal a continuous picture of the way economic life is going. It should be able to view not this or that industry in its isolation, but all industries in their interrelation as a growing and developing economic system. It should, therefore, be able to give sound advice on the allocation of resources, on the possibilities of readjusting the labor supply, on the most useful application of credit facilities, on the extent of distress in the country, etc. Were such a board in existence, undoubtedly we would not be in the floundering condition in which we are now, knowing neither the number of people out of work nor the extent of their misery, nor the ways in which they are allowed to shift for themselves, nor the psychological effect of this condition upon their minds.

10. Is there danger in the erection of such a council, if it be not one where decisions are openly arrived at, and if it be not one which may be regarded as representative of all economic groups?

Any council which would not be a national institution, representative of all the economic interests of the country, open to public inspection and carrying on its activities in the name of the people, would be not only futile but dangerous. No economic "kitchen cabinet" can either meet the problems or win the confidence of the people. What we need is a national economic council which would be national in scope, economic in character and method, and a council in the true sense of the word.

## Sound, With New Uses

As an inevitable result of the progressive change that revolutionized the motion picture industry when audibility supplanted the printed title in screen entertainment, a novel automatic advertising projector, designed to accommodate standard-sized sound motion picture film, has been perfected and will soon be introduced to the public. The new device is the product of RCA Photophone, Inc., in collaboration with the Auto Cinema Corporation, which has had a silent motion picture advertising projector on the market for several months. The machine itself, a compact piece of engineering workmanship, operates within a neatly modeled metal housing occupying a space less than two feet square. The projector is motor-driven with power supplied from an ordinary lamp socket. Projector, amplifier, motor and six-inch speaker are collocated within an attractively designed cabinet, similar in appearance to a radio console, which stands about five feet six inches high. The picture is thrown upon a transparent screen, 18 by 22 inches in dimension near the top of the cabinet and in the line of vision of the averaged-sized person when standing. The entire equipment, including cabinet, weighs less than 100 pounds. When placed in operation, the film is endless self-rewinding, permitting repetition of the subject indefinitely. The sound amplification can be controlled to any desired volume.



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**G. M. BUGNIAZET, Secretary**

**International Brotherhood of Electrical Workers**

**1200 15th St., N. W.**

**Washington, D. C.**





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THOMAS L. CHADBOURNE,  
*Wall Street Lawyer, Before  
World Sugar Conference.*

